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REPORT OF PROCEEDINGS

OF THE

TWENTY-THIRD ANNUAL CONVENTION

OF THE

AMERICAN  
FEDERATION OF LABOR



HELD AT  
BOSTON, MASSACHUSETTS  
NOVEMBER 9 TO 23, INCLUSIVE  
1903



WASHINGTON, D. C.  
THE LAW REPORTER COMPANY  
1903.

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# AMERICAN FEDERATION OF LABOR

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# DELEGATES TO THE TWENTY-THIRD ANNUAL CONVENTION

Organizations.	No. of delegates	No. of votes for each delegate.	Name and address of delegates.
Actors' National Protective Union..	1	11	James L. Barry, 8 Union square, New York, N. Y.
Allied Metal Mechanics, International Association of.....	3	{ 38 38 37	John Mulholland, 421 Valentine Bldg., Toledo, Ohio. John E. Devlin, Toledo, Ohio. Edward Utting, Schenectady, N. Y. (Box 3.)
Bakers' and Confectioners' International Union, Journeymen.....	1	154	Emil Schaerer, 146 14th street, San Francisco, Cal.
Barbers' International Union, Journeymen .....	2	{ 104 104	Frank X. Noschang, Box 397, Albany, N. Y. R. O. Deason, 814 Walnut street, Murphysboro, Ill.
Bill Posters' and Billers' International Alliance of America.....	1	10	P. F. Murphy, 470 W. Harrison street, Chicago, Ill.
Blacksmiths, International Brotherhood of.....	3	{ 27 27 26	John Slocum, New Mall Bldg., Moline, Ill. Robert B. Kerr, New Mall Bldg., Moline, Ill. P. H. Cummins, 42 McDonnell street, Amsterdam, N. Y.
Blast Furnace Workers' and Smelters' National Association.....	1	15	James McMahon, Struthers, Ohio.
Boiler Makers and Iron Ship Builders, Brotherhood of.....	4	{ 45 45 44 44	John McNeil, Portsmouth Bldg., Kansas City, Kan. Thomas H. Flynn, 519 Second avenue, Pittsburg, Pa. Ed Fox, 431 Elk street, Buffalo, N. Y. David A. Malloy.
Bookbinders, International Brotherhood of.....	3	{ 27 27 27	William J. Looney, 189 Silver street, So. Boston, Mass. Robert D. Barrett, 30 Fla. avenue, N. E., Wash., D. C. James W. Dougherty, 1113 Westchester avenue New York, N. Y.
Boot and Shoe Workers' Union.....	4	{ 75 74 74 74	John F. Tobin, Albany Bldg., Boston, Mass. Collis Lovely, St. Louis, Mo. Gad Martindale, Albany Bldg., Boston, Mass. James F. Carey, Haverhill, Mass.
Brewery Workmen, International Union of United.....	4	{ 75 75 75	Louis Kemper, 100 Odd Fellows' Temple, Cincinnati, Ohio. Ed F. Ward, 1117 Columbus avenue, Boston, Mass. Fred Zepp, 538 1-2 Pearl street, Cleveland, Ohio.
Brick, Tile and Terra Cotta Workers' International Alliance.....	2	{ 75 24 27	Otto Gaestel, 4 Bowery St., Newark, N. J. Charles Hank, 124 Clark St., Chicago, Ill. Frank Butterworth, 711 Preston street, Philadelphia, Pa.
Bridge and Structural Iron Workers, International Association.....	4	{ 40 40 40 40	Frank Buchanan, 464 Racine avenue, Chicago, Ill. Charles W. Winslow, 3206 Wisconsin avenue, Washington, D. C. Thomas McGovern, 1334 Fifth avenue, Troy, N. Y. David Jennings, 81 Lake St., Cleveland, O.
Carpenters and Joiners, United Brotherhood of.....	6	{ 182 182 182 182 181 181	Frank Duffy, Box 520, Indianapolis, Ind. P. F. Duffy, 265 Illinois St., Chicago, Ill. Fred C. Wheeler, Box 283, Los Angeles, Cal. J. W. Slayton, New Castle, Pa. Geo. J. Bohnen, 1636 Second Ave., New York, N. Y.
		181	James F. Grimes, Box 46, Houston, Tex.

(iii)

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Organizations.	No. of delegates	No. of votes for each delegate.	Name and address of delegates.
Carpenters and Joiners, Amalgamated Society of.....	2	{ 23 22	William Fyfe, 257 W. 69th street, New York, N. Y. John Jackson, 57 Taylor St., Toronto, Can.
Carriage and Wagon Workers' International .....	1	49	Wm. McPherson, 6066 La Salle St., Chicago, Ill.
Carvers' Association, International, Wood .....	1	24	Jno. S. Henry, 254 Bowery, New York City.
Car Workers, International Association of.....	1	128	A. T. Fish, 644 Prudential Bldg., Buffalo, N. Y.
Cement Workers, American Brotherhood of.....	2	{ 28 27	F. C. Gengenback, 44 La Salle St., Chicago, Ill. O. A. Tveitmo, 401 Hayward Bldg., San Francisco, Cal.
Cigarmakers' International Union of America .....	4	{ 96 96 96 95	Samuel Gompers, 423 G St., N. W., Washington, D. C. Thomas F. Tracy, 11 Appleton St., Boston, Mass. J. M. Barnes, 232 N. Ninth St., Philadelphia, Pa. James Wood, 1316 Walnut St., Cincinnati, Ohio.
Clerks, Retail, International Protective Association.....	5	{ 100 100 100 100	J. R. O'Brien, Buffalo, N. Y. Max Morris, Box 1441, Denver, Col. Herman Robinson, 25 Third avenue, New York, N. Y. J. H. Devine, 142 So. Rebecca Ave., Scranton, Pa.
Cloth Hat and Cap Makers of N. A., United .....	1	100	A. B. Loebenburg, Decatur, Ill.
Coopers' International Union.....	2	25	Maurice Mikol, 66 E. Fourth St., New York, N. Y.
Commercial Telegraphers' Union of America .....	1	{ 36 36	James A. Cable, Box 77, Kansas City, Kans. Andrew C. Hughes, 1012 Boylston St., Newton Highlands, Boston, Mass.
Electrical Workers of America, International Brotherhood of.....	4	{ 18 46 46 46 45	Michael J. Reldy, Boston, Mass. H. W. Sherman, Corcoran Bldg., Washington, D. C. Charles Nelson, 154 E. Fifth St., New York, N. Y. Frank Estinghausen, 83 Prospect St., Cleveland, Ohio. George Burns, Room 7, Hilsendagen Bldg., Detroit, Mich.
Elevators Constructors, International Union of.....	1	21	Frank Feeney, 819 Pierce St., Philadelphia, Pa.
Engineers, National Brotherhood of Coal Hoisting.....	1	9	Mack Taylor, 506 The Temple, Danville, Ill.
Engineers, Steam International Union of.....	3	{ 48 47 47	P. McMahon, New York City. John J. Glass, 514 E. Eagle St., Buffalo, N. Y. Frank Monaghan, 206 Parker St., Boston, Mass.
Firemen, International Brotherhood of Stationary.....	3	{ 48 48 47	Timothy Healy, 193 Bowery, New York, N. Y. C. L. Shamp, 2502 N. 18th St., Omaha, Neb. John Kirley, 110 Center St., Holyoke, Mass.
Flour and Cereal Mill Employes, International Union of.....	1	21	James E. Larkin, 1074 16th Ave., S. E. Minneapolis, Minn.
Freight Handlers and Warehousemen, Interior.....	1	48	Lawrence J. Curran, 188 W. Van Buren St., Chicago, Ill.

# DELEGATES TO THE TWENTY-THIRD ANNUAL CONVENTION.

v

Organizations.	No of delegates	No. of votes for each delegate.	Name and address of delegates.
Garment Workers of America, United .....	5	<div>92</div> <div>92</div> <div>91</div> <div>91</div> <div>91</div>	<div>Henry White, 117 Bible House, New York, N. Y.</div> <div>Ephraim Kaufmann, 70 St. Mark's place, New York, N. Y.</div> <div>Victor Altman, 329 Clinton St., Buffalo, N. Y.</div> <div>Walter Chuck, 56 Orchard St., New York, N. Y.</div> <div>T. A. Rickert, 18 Rialto Bldg., Chicago, Ill.</div>
Garment Workers' Union, Ladies, International .....	1	30	Herman Grossman, 25 Third Ave., New York, N. Y.
Glass Bottle Blowers' Association, United States and Canada .....	2	<div>31</div> <div>30</div>	<div>D. A. Hayes, 930 Witherspoon Bldg., Philadelphia, Pa.</div> <div>Edgar A. Agard, Fairbury, Ill.</div>
Glass House Employes' International Association.....	1	6	James H. Cunliffe, 607 S. Monroe St., Streator, Ill.
Glass Snappers' National Protective Association of America.....	1	9	James Towey, Kane, Pa.
Glass Workers' International Association, Amalgamated.....	1	20	John J. Morris, 2321 Carr St., St. Louis, Mo.
Gold Beaters' National Protective Union of America.....	1	3	Jeremiah Cotter, 346 W. 125th St., New York, N. Y.
Granite Cutters' National Union....	3	<div>32</div> <div>31</div> <div>31</div>	<div>James Duncan, 606 F St., N. W., Washington, D. C.</div> <div>Thomas J. Lyons, Vinal Haven, Maine.</div> <div>Wm. J. O'Brien, 155 E. 54th St., New York, N. Y.</div>
Hatters of North America, United..	3	<div>29</div> <div>28</div>	<div>John A. Moffitt, 24 Lincoln place, Orange, N. J.</div> <div>John Phillips, 11 Waverly place, New York City.</div>
Hod Carriers' and Building Laborers' International Union.....	3	<div>28</div> <div>28</div> <div>27</div>	<div>James P. Maher, 861 Halsey St., Brooklyn, N. Y.</div> <div>Herman Lillen, 124 S. Clark St., Chicago, Ill.</div> <div>John W. Smyth, 151 Logan Ave., Trenton, N. J.</div>
Horseshoers, of United States and Canada, International Journeymen..	2	<div>22</div> <div>22</div>	<div>Peter Larsen, 860 Brooklyn St., Philadelphia, Pa.</div> <div>James Quinlivan, 147 W. 32nd St., New York City.</div>
Hotel and Restaurant Employes' International Alliance and Bartenders' International League.....	5	<div>79</div> <div>78</div> <div>78</div> <div>78</div> <div>78</div>	<div>P. J. Lally, 105 Quince St., Roxbury, Mass.</div> <div>Robert A. Callahan, 752 E. Fourth St., So. Boston, Mass.</div> <div>M. F. Scott, 127 Mason St., San Francisco, Cal.</div> <div>Fred B. Hobby, 242 Champlain St., Cleveland, Ohio.</div> <div>John B. Gunter, 1822 Broadway, Kansas City, Mo.</div>
Iron, Steel and Tin Workers, Amalgamated Association of.....	3	<div>78</div> <div>50</div> <div>50</div>	<div>E. C. O'Connor, City Hall, Kewanee, Ill.</div> <div>Theodore J. Shaffer, Room 506 House Bldg., Pittsburg, Pa.</div> <div>Joseph W. Rutledge, 206 W. Main St., New Albany, Ind.</div>
Jewelry Workers' International of America .....	1	<div>24</div> <div>22</div>	<div>John H. Richards, care Hotel Gaston, Moravia St., Newcastle, Pa.</div> <div>H. J. Vollmer, North Attleboro, Mass.</div>
Lathers, International Union, Wood, Wire and Metal.....	2	<div>22</div> <div>22</div>	<div>Charles E. Langlands, 126 Fourth Ave., Pittsburg, Pa.</div> <div>John H. Stephens, 2511 Rowan St., Louisville, Ky.</div>
Laundry Workers, Shirt, Waist and, International .....	3	<div>27</div> <div>27</div> <div>26</div>	<div>W. O. Powell, Room 304 Omaha Bldg., Chicago, Ill.</div> <div>Harry Buckley, 812 Hopkins Ave., Baltimore, Md.</div> <div>Harry E. Hoke.</div>

Organizations.	No. of delegates	No. of votes for each delegate.	Name and address of delegates.
Leather Workers on Horse Goods, United Brotherhood of.....	1	48	Jacob G. Huber, 98 Babcock St., Hartford, Conn.
Leather Workers' Union, Amalgamated .....	1	36	John Roach, Room 52, Forrest Bldg., Philadelphia, Pa.
		134	Daniel J. Keefe, 407 Elks' Temple, Detroit, Mich.
Longshoremen's Association, International .....	3	133	Henry C. Barter, 408 Elks' Temple, Detroit, Mich.
		133	T. V. O'Connor, 96 Albany St., Buffalo, N. Y.
		98	James O'Connell, McGill Bldg., Washington, D. C.
		98	James J. Creamer, 619 China St., Richmond, Va.
Machinists, International Association of.....	5	98	George H. Warner, 123 Liberty St., New York, N. Y.
		97	Arthur E. Ireland, 92 La Salle St., Chicago, Ill.
		97	John Hammerstrom, North Capitol and O Sts., N. W. Washington, D. C.
Machine Printers and Color Mixers, National Association of.....	1	4	W. N. Drinkwater, 494 7th St., Buffalo, N. Y.
Maintenance of Way Employees, International Brotherhood of.....	3	29	John T. Wilson, Benolst Bldg., St. Louis, Mo.
		29	C. Boyle, Benolst Bldg., St. Louis, Mo.
		29	A. B. Lowe, 186 Union St., Kingston, Ont.
Marble Workers, International Association of.....	1	12	William J. Kelly, 2912 Lowe Ave., Chicago, Ill.
Meat Cutters and Butcher Workers, Amalgamated.....	4	64	M. Donnelly, 4658 Ashland Ave., Chicago, Ill.
		63	Homer D. Cail, Box 317, Syracuse, N. Y.
		63	C. E. Schmidt, 4658 Ashland Ave., Chicago, Ill.
		63	H. L. Elchelberger, 25 Third Ave., New York City.
Metal Polishers, Buffers, Platers, and Brass Workers' Union.....	2	64	P. B. Downing, 25 Third Ave., New York City.
		64	Nicholas Dutle, 243 Wyoming St., Dayton, Ohio.
		42	P. J. Downey, 45 Myrtle Ave., Albany, N. Y.
Metal Workers, International Association Amalgamated Sheet.....	3	42	C. D. Wheeler, 667 W. Lake St., Chicago, Ill.
		42	Harry C. Kurten, 1231 Arch St., Philadelphia, Pa.
Metal Workers' International Union, United .....	2	44	C. O. Sherman, 148 W. Madison St., Chicago, Ill.
Mine Managers and Assistants' Mutual Aid Association.....	1	43	L. Kness, 1310 Franklin St., St. Louis, Mo.
		4	William Scaife, Springfield, Ill.
		311	John Mitchell, Stevenson Bldg., Indianapolis, Ind.
		311	W. B. Wilson, Stevenson Bldg., Indianapolis, Ind.
Mine Workers of America, United..	7	311	John Fahy, Shamokin, Pa.
		310	John T. Dempsey, Scranton, Pa.
		310	W. H. Haskins, Columbus, Ohio.
		310	W. D. Ryan, Springfield, Ill.
		310	T. L. Lewis, Indianapolis, Ind.
Mine Workers of North America, United Mineral.....	1	7	Matt Wasley, 815 No. Pine St., Ishpeming, Mich.
		75	Joseph F. Valentine, Box 699, Cincinnati, O.
Molders', Iron, Union of North America .....	4	75	John P. Frey, Box 699 Cincinnati, Ohio.
		75	John Bradley, 58 Market St., Poughkeepsie, N. Y.
		75	M. F. Murphy, Huron and Ellicott Sts., Buffalo, N. Y.

## DELEGATES TO THE TWENTY-THIRD ANNUAL CONVENTION.

vii

Organizations.	No of delegates	No. of votes for each delegate.	Name and address of delegates.
Musicians, American Federation of..	3	{ 47	Joseph N. Weber, 541 E. Liberty St., Cincinnati, O.
Oil and Gas Well Workers, International Brotherhood of.....	1	{ 47	Owen Miller, 20 Allen Bldg., St. Louis, Mo.
		{ 46	D. A. Carey, 95 Markham St., Toronto, Can.
Painters, Decorators and Paper-hangers of America, Brotherhood.	5	{ 4	C. G. Fitzgibbon, Bradford, Pa.
		{ 108	J. C. Bahlhorn, Drawer 199, Lafayette, Ind.
		{ 107	M. P. Carrick, Drawer 199, Lafayette, Ind.
		{ 107	Fred J. Kneeland, 3 Hyde Park Ave., Boston, Mass.
		{ 107	M. Gilbertson, 772 N. Artesian Ave., Chicago, Ill.
		{ 107	E. E. Hancock, 806 G St., S. E., Washington, D. C.
Paper Makers of America, United Brotherhood of.....	3	{ 36	George Mackey, Watertown, N. Y.
		{ 36	James F. Fitzgerald, Fort Edward, N. Y.
		{ 35	Peter Winn, Appleton, Wis.
Pattern Makers' League of North America .....	1	{ 29	James Wilson, 25 Third Ave., New York City.
Piano and Organ Workers' Union of America, International.....	2	{ 33	Charles Dold, 857 N. Irving Ave., Chicago, Ill.
		{ 32	Frank H. Murray, 37 Richfield St., Boston, Mass.
Plate Printers' Union of North America .....	1	9	Theo. A. Rooney, 225 1-2 13th S. W. Washington, D. C.
Plumbers, Gas Fitters, Steam Fitters, etc., United Association.....	3	{ 51	William J. Spencer, 506 Bush Temple of Music, Chicago, Ill.
		{ 51	John S. Kelley, 506 Bush Temple of Music, Chicago, Ill.
		{ 50	Russell R. Hunt, Box 145, Schenectady, N. Y.
Potters, National Brotherhood of Operative .....	2	{ 31	Frank Van Fossan, 729 Walnut St., Camden, N. J.
		{ 30	Harry Halles, 62 23rd St., Wheeling, W. Va.
Printers, Machine Textile, Association of America.....	1	4	Jno. A. Scott, 19 Durant St., Lowell, Mass.
		{ 48	M. P. Higgins, 35 Washington St., Charlestown, Mass.
Printing Pressmen's International Union .....	3	{ 48	J. Frank O'Hare, 82 Water St., Boston, Mass.
		{ 48	Daniel J. McDonald, 73 Decatur St., Charlestown, Mass.
Print Cutters' Association of America, National.....	1	3	Ernest J. Dix, 1934 Moore St., Philadelphia, Pa.
Quarryworkers' International Union of North America.....	1	12	James McKnight, 90 Liberty St., Westerly, R. I.
Railway Clerks, International Association of.....	1	13	Dan. W. Richmond, 908 Unity Bldg., Chicago, Ill.
Railway Employes, Street and Electric Amalgamated Association....	2	{ 128	Fred Fay,
		{ 128	D. L. Dilworth, 1145 Helen Ave., Detroit, Mich.
Railroad Telegraphers, Order of....	3	{ 32	L. W. Quick, Fullerton Bldg., St. Louis, Mo.
		{ 32	L. A. Tanquary, Cotopaxi, Colo.
		{ 31	D. G. Ramsay, 1005 Unity Bldg., Chicago, Ill.
Rubber Workers, Amalgamated Union of America.....	1	10	Thos. J. Edwards, 31 Tremont St., Cambridge, Mass.
Sawsmiths' National Union.....	1	3	C. H. Winslow, Fitchburg, Mass.
Seamen's Union, International.....	2	{ 70	Wm. H. Frazier, 1 1-2 A Lewis St., Boston, Mass.
		{ 69	Andrew Furuseth, East and Mission Sts., San Francisco, Cal.
Shipwrights, Joiners and Caulkers of America, National Union of....	1	26	John Keyes, 87 Marshall St., Elizabeth, N. J.

Organizations.	No. of delegates	No. of votes for each delegate.	Name and address of delegates.
Slate and Tile Roofers' Union of America, International.....	1	5	Wm. C. Cornish, 1101 Main St., Hartford, Conn.
Spinners' Association, Cotton Mule..	1	25	Samuel Ross, Box 367 New Bedford, Mass.
Stage Employes' International Alliance, Theatrical.....	2	23	Philip Kelly, 1512 Broadway, New York, N. Y.
Stereotypers and Electrotypers' Union, International.....	1	22	Lee M. Hart, 353 So. State St., Chicago, Ill.
		21	Geo. W. Williams, 534 Warren St., Boston, Mass.
Stove Mounters' International Union.	1	16	Geo. S. Schwab, 876 E. Market St., Louisville, Ky.
Tackmakers' International Union...	1	1	A. E. Lincoln, Fairhaven, Mass.
Tailors' Union of America, Journeymen .....	3	46	Jno. B. Lennon, Bloomington, Ill.
		46	R. N. Qualey, 526 W. Doty St., Madison, Wis.
		46	Geo. Sangster, care Jas. Watts, 97 1-2 W. Adelaide St., Toronto, Can.
Teamsters, International Brotherhood of.....	5	64	J. B. Barry, 132 5th Ave., Chicago, Ill.
		64	Daniel Furman, 132 5th Ave., Chicago, Ill.
		64	Emmett Flood, 83 E. Madison St., Chicago, Ill.
		64	Jos. Cote, 132 5th Ave., Chicago, Ill.
		64	F. H. Markey, 672 4th Ave., San Francisco, Cal.
Textile Workers of America, United.	3	50	Jas. Tansey, 116 Tecumseh St., Fall River, Mass.
		50	Albert Hibbert, 1169 Rodman St., Fall River, Mass.
		50	Thos. O'Donnell, 32 Slater St., Fall River, Mass.
Tin Plate Workers' Protective Association, International.....	1	18	Geo. Powell, 21 Reilly Block, Wheeling, W. Va.
Tip Printers, International Brotherhood of.....	1	2	C. Harvey Franke, 90 Greene St., Jamaica Plain, Mass.
Tobacco Workers' International Union .....	2	26	Henry Fischer, Amer. Nat'l Bank Bldg., Louisville, Ky.
		26	Anthony McAndrews, 440 Pioneer St., Cincinnati, Ohio.
Travelers Goods and Leather Novelty Workers' International Union...	1	16	Edward Carr, Hopkinton, Mass.
Tube Workers, International Association of.....	1	15*	Jno. B. McDonough, 327 Orange St., Reading, Pa.
		87	Jas. M. Lynch, 7 De Soto Block, Indianapolis, Ind.
		87	Wm. M. Garrett, 423 G St., N. W. Washington, D. C.
Typographical Union, International.	5	87	M. S. Hayes, care Cleveland Citizen, Cleveland, Ohio.
		87	P. G. Nuernberger, 313 Giddings St., Ravenswood, Chicago, Ill.
		87	Frank Morrison, 423 G St., N. W. Washington, D. C.
Upholsterers' International Union of North America.....	1	25	Anton J. Engel, 28 Greenwood Terrace, Chicago, Ill.
Weavers' Amalgamated Association, Elastic Goring.....	1	1	Chas. Hunter, 38 Lowell St., Brockton, Mass.
Weavers' Protective Association, American Wire.....	1	3	Jno. F. Curley, 203 Beach St., Holyoke, Mass.
		69	Thos. I. Kidd, 56 5th Ave., Chicago, Ill.
Wood Workers International Union of America, Amalgamated.....	4	68	D. D. Mulcahy, 101 Magnolia St., Detroit, Mich.
		68	Richard Braunschweig, 1519 Milwaukee St., Chicago, Ill.
		68	Chas. F. Gebelein, 1317 Clinton St., St. Louis, Mo.

Organizations.	No of delegates	No. of votes for each delegate.	Name and address of delegates.
Alabama State Federation of Labor.	1	1	D. U. Williams, Box 589, Birmingham, Ala.
Connecticut Federation of Labor....	1	1	J. A. Beals, 234 High St., Hartford, Conn.
Georgia State Federation of Labor..	1	1	Jerome Jones, 14 1-2 N. Forsythe St., Atlanta, Ga.
Illinois State Federation of Labor...	1	1	Thomas L. Hughes, care J. F. Morris, Springfield, Ill.
Indiana State Federation of Labor..	1	1	Edgar A. Perkins, Room 19, Union Bldg., Indianapolis, Ind.
Iowa State Federation of Labor.....	1	1	John P. White, Albia, Iowa.
Massachusetts State Federation of Labor .....	1	1	Patrick Mahoney, 11 Appleton St., Boston, Mass.
Michigan State Federation of Labor.	1	1	Francis Fildew, 708 12th St., Detroit, Mich.
Minnesota State Federation of Labor	1	1	M. E. Neary, 912 University Ave., N. E., Minneapolis, Minn.
New Hampshire State Federation of Labor .....	1	1	Chas. J. McLaughlin, 195 2nd St., Manchester, N. H.
New Jersey State Federation of Labor .....	1	1	Thomas J. McHugh, 18 Mulberry Place, Newark, N. J.
New York State Workingmen's Federation of Labor.....	1	1	E. W. Leonard, Schenectady, N. Y.
Ohio State Federation of Labor.....	1	1	Frank Poplowsky, Cleveland, Ohio.
Oregon State Federation of Labor..	1	1	H. C. Gurr, Portland, Oregon.
Pennsylvania State Federation of Labor .....	1	1	J. J. Casey, care 53 Wyoming St., Wilkes Barre, Pa.
Porto Rico Federation of Workingmen .....	1	1	Eugenio Sanchez Lopez, 43 Cruz, San Juan, P. R.
Rhode Island State Federation of Labor .....	1	1	George B. Sullivan, 215 Morris St., Pawtucket, R. I.
Tennessee Federation of Labor.....	1	1	A. E. Hill, 313 1-2 Cedar St., Nashville, Tenn.
Utah Federation of Labor.....	1	1	Robert E. Currie, 748 W. First South St., Salt Lake City, Utah.
Vermont State Federation of Labor.	1	1	B. F. Healey, care 30 Hickok Place, Burlington, Vt.
Altoona (Pa.) Central Labor Union..	1	1	Louise Casey, 1230 13th Ave., Altoona, Pa.
Anniston (Ala.) Trades Council....	1	1	Lee Ferguson, Anniston, Ala.
Athol (Mass.) Central Labor Union..	1	1	Patrick J. Murphy, South Athol Road, Athol, Mass.
Atlanta (Ga.) Federation of Trades..	1	1	J. W. Bridwell, City Hall, Atlanta, Ga.
Augusta, Hallowell and Gardiner (Me.) Central Labor Union.....	1	1	Wilbur P. Cummings, care C. W. Edwards, 12 Spruce St., Augusta.
Baltimore (Md.) Federation of Labor	1	1	Edward Hirsch, Room 4, cor. North and Balto. Sts. Baltimore, Md.
Batavia (N. Y.) Central Labor Union	1	1	John Spittal, 9 Chase Park, Batavia, N. Y.
Birmingham (Ala.) Trades Council..	1	1	H. A. Markey, Birmingham, Ala.
Boise (Idaho) Federated Trades and Labor Council.....	1	1	Frank C. Simmons, 210 S. 2nd, Boise, Ida.
Boston (Mass.) Central Labor Union.	1	1	Dennis D. Driscoll, 78 E. Canton St., Boston, Mass.
Bradford (Pa.) Trades Assembly....	1	1	George E. Thomas, 13 Park St., Bradford, Pa.
Bristol (Conn.) Central Labor Union.	1	1	Michael F. Daly, 19 North Main St., Bristol, Conn.
Brockton (Mass.) Central Labor Union	1	1	Joseph Kelley, Brockton, Mass.
Buffalo (N. Y.) United Trades and Labor Assembly.....	1	1	John Coleman, 503 Ellicott St., Buffalo, N. Y.
Burlington (Vt.) Central Labor Union	1	1	A. Hunt, Burlington, Vt.
Cambridge (Mass.) Central Labor Union .....	1	1	A. W. Morrison, Cambridge, Mass.
Chelsea (Mass.) Central Labor Union	1	1	Dennis J. Scully, 64 Grove St., Chelsea, Mass.
Chicago (Ill.) Federation of Labor..	1	1	William G. Schardt, 56 Fifth Ave., Chicago, Ill.
Chicago Heights (Ill.) Trades and Labor Assembly.....	1	1	M. B. Elmer, Chicago Heights, Ill.
Cincinnati (O.) Central Labor Council	1	1	John Hasselbeck, Cincinnati, Ohio.



Organizations.	No. of delegates	No. of votes for each delegate.	Name and address of delegates.
Clinton (Iowa) Tri-City Labor Congress .....	1	1	G. C. Campbell, 704 N. 2nd St., Clinton, Ia.
Colorado Springs (Col.) Federated Trades Council.....	1	1	Anthony W. Fossberg, Colorado Springs, Colo.
Connellsville (Pa.) Central Trades and Labor Council.....	1	1	Thos. J. Collins, Connellsville, Pa.
Cumberland (Md.) Trades Council...	1	1	Harry Irvin, Cumberland, Md.
Cuyahoga County (Ohio) Trades and Labor Council.....	1	1	Thomas Moore, 14 Broadway, Cleveland, O.
Danbury (Conn.) Central Labor Union .....	1	1	P. D. Scollans, 121 Liberty St., Danbury, Conn.
Davenport (Ia.) Trades and Labor Assembly .....	1	1	W. H. Hitchcock, Davenport, Ia.
Denison (Tex.) Labor Trades Council	1	1	H. C. Fuller, 1231 Woodward St., Denison, Texas.
Denver (Col.) Trades and Labor Assembly .....	1	1	S. G. Fosdick, Club Bldg., Denver, Colo.
Detroit (Mich.) Council of Trades and Labor Unions.....	1	1	David Jones, 100 Champlain St., Detroit, Mich.
Durham (N. C.) Central Labor Union	1	1	W. H. Clay, Durham, N. C.
East Liverpool (Ohio) Trades and Labor Council.....	1	1	John Reark, E. Liverpool, O.
Elgin (Ill.) Trades Council.....	1	1	Arthur Kenney, 486 Ashland Ave., Elgin, Ill.
Erie (Pa.) Central Labor Union....	1	1	James J. Reid, Erie, Pa.
Galesburg (Ill.) Trades and Labor Assembly .....	1	1	Mrs. Nellie D. Parker, Box 288, Galesburg, Ill.
Geneva (N. Y.) Federation of Labor	1	1	Wm. Graney, R. F. D. 3, Geneva, N. Y.
Glens Falls (N. Y.) Trades and Labor Assembly.....	1	1	W. A. Woods, 152 Main St., So. Glens Falls, N. Y.
Gloucester (Mass.) Central Labor Union .....	1	1	John Sinclair, 14 Eastern Ave., Gloucester, Mass.
Greenfield (Mass.) Central Labor Union .....	1	1	H. E. Flanagan, Greenfield, Mass.
Hamilton (Ohio) Co-operative Trades and Labor Council.....	1	1	Owen J. Trowsell, Hamilton, Ohio.
Haverhill (Mass.) Central Labor Union .....	1	1	Jeremiah Donovan, Haverhill, Mass.
Holyoke (Mass.) Central Labor Union	1	1	D. D. Mahoney, Holyoke, Mass.
Hudson County (N. J.) Central Labor Union.....	1	1	Cornelius Ford, 728 Willow Ave., Hoboken, N. J.
Ilion (N. Y.) Trades Assembly.....	1	1	Frank Laplant, Ilion, N. Y.
Independence (Kans.) Central Labor Union .....	1	1	M. W. Curtis, Independence, Kansas.
Indianapolis (Ind.) Central Labor Union .....	1	1	Thaddeus S. Gurley, Indianapolis, Ind.
Jackson (Miss.) Trades and Labor Council .....	1	1	Rufus Keene, 104 Mill St., Jackson, Miss.
Janesville (Wis.) Federated Trades Council .....	1	1	T. J. McKelgue, Janesville, Wis.
Jefferson City (Mo.) Central Labor Union .....	1	1	H. F. Sarman, 222 Madison St., Jefferson City, Mo.
Jeffersonville (Ind.) Central Labor Union .....	1	1	Oscar H. Duffy, 227 E. Front St., Jeffersonville, Ind.
Kansas City (Mo.) Industrial Council	1	1	John T. Smith, 1115 Pacific St., Kansas City, Mo.
Keene (N. H.) Central Labor Union.	1	1	Dennis W. Finn, 81 Church St., Keene, N. H.
Knoxville (Tenn.) Central Labor Union .....	1	1	R. H. Coker, Knoxville, Tenn.

Organizations.	No of delegates	No. of votes for each delegate.	Name and address of delegates.
Lawrence (Mass.) Central Labor Union .....	1	1	Robert S. Maloney, 115 Jackson St., Lawrence, Mass.
Leavenworth (Kans.) Trades and Labor Council.....	1	1	George Brandon, 202 Pattowatomie St., Leavenworth, Kans.
Leominster (Mass.) Central Labor Union .....	1	1	Edwin R. Stuart, 32 Bouttle St., Leominster, Mass.
Lockport (N. Y.) Central Labor Union .....	1	1	Wm. J. Nugent, 310 Church St., Lockport, N. Y.
Los Angeles (Cal.) Council of Labor.	1	1	Francis Drake, 332 Wilson Block, Los Angeles, Cal.
Lowell (Mass.) Trades and Labor Council .....	1	1	John Barrett, Lowell, Mass.
Lynn (Mass.) Central Labor Union.	1	1	Edward Cohen, 15 Ingalls St. Lynn, Mass.
Malden (Mass.) Central Labor Union	1	1	Patrick J. Powell, Malden, Mass.
Manchester (N. H.) Central Labor Union .....	1	1	Dennis E. O'Leary, Manchester, N. H.
Marietta (O.) Trades and Labor Assembly .....	1	1	Frank Henry, 204 Gilman Ave., Marietta, O.
Mayaguez (P. R.) Central Labor Union .....	1	1	Abraham Pena, Mayaguez, P. R.
Meadville (Pa.) Central Labor Union	1	1	John Browning, Meadville, Pa.
Milwaukee (Wis.) Federated Trades Council .....	1	1	James Sheehan, 548 5th Ave., Milwaukee, Wis.
Mobile (Ala.) Central Labor Union..	1	1	Walter D. Allmon, 261 Poe St., Mobile, Ala.
Mobile (Ala.) Central Trades Council .....	1	1	Joseph L. Allabough, Mobile, Ala.
Montpelier (Vt.) Central Labor Union .....	1	1	W. D. Jones, 174 Main St., Montpelier, Vt.
Montreal (Can.) Trades and Labor Council .....	1	1	Joseph Ainey, City Hall, Montreal, Can.
Murphysboro (Ill.) Trades Council...	1	1	Henry Wulf, Murphysboro, Ills.
Nashua (N. H.) Central Labor Union	1	1	Bernard Clancy, Nashua, N. H.
Newark (N. J.) Trades Council.....	1	1	H. J. Gottlob, 265 Washington St., Newark, N. J.
New Brighton (Pa.) Central Labor Union of Beaver County.....	1	1	Theodore Feltus, Monaco, Pa.
New Britain (Conn.) Central Labor Union .....	1	1	Dennis O'Keefe, New Britain, Conn.
Newburyport (Mass.) Central Labor Union .....	1	1	Frank H. Davis, 17 1-2 Boardman St., Newburyport, Mass.
New Orleans (La.) Central Trades and Labor Council.....	1	1	Patrick Welsh, 638 St. Ann St., New Orleans, La.
New Orleans (La.) Central Labor Union .....	1	1	James E. Porter, 1116 Perdido St., New Orleans, La.
Newport (R. I.) Central Labor Union	1	1	James B. Edwards, 21 Webster St., Newport, R. I.
New York (N. Y.) Central Federated Union .....	1	1	J. Holland, 193 Bowery, New York, N. Y.
Norfolk (Va.) Central Labor Union..	1	1	Geo. H. Largay, 7 Washington Ave., Norfolk, Va.
Norwich (Conn.) Central Labor Union .....	1	1	John T. Hinchey, Norwich, Conn.
Oklahoma City (Okla.) Central Labor Union .....	1	1	C. E. Ballard, Oklahoma City, Okla. Terr.
Oneida (N. Y.) Central Trades and Labor Assembly.....	1	1	F. B. Tully, 24 Madison St., Oneida, N. Y.
Ottawa (Ill.) Trades and Labor Assembly .....	1	1	Geo. E. Whitney, 413 Cornell St., Ottawa, Ills.
Parkersburg (W. Va.) Trades and Labor Council.....	1	1	J. H. Nightingale, Box 551, Parkersburg, W. Va.
Pawtucket (R. I.) Central Trades and Labor Union.....	1	1	Michael Donovan, Pawtucket. B. I.

Organizations.	No. of delegates	No. of votes for each delegate.	Name and address of delegates.
Peoria (Ill.) Trades and Labor Assembly .....	1	1	Robert A. McKee, 224 Masonic Temple, Peoria, Ill.
Petaluma (Cal.) Central Labor Union .....	1	1	John G. Lawler, Petaluma, Cal.
Philadelphia (Pa.) Central Labor Union .....	1	1	Ernst Kreft, 2959 N. Fairhill St., Philadelphia, Pa.
Pittsburg (Pa.) Central Trades Council .....	1	1	A. M. Swartz, 1410 Sandusky St., Allegheny, Pa.
Port Jervis (N. Y.) Central Labor Union .....	1	1	Hamilton Hulse, 256 W. Main St., Port Jervis, N. Y.
Portland (Me.) Central Labor Union .....	1	1	Franklin H. Hatch, care Portland Advertiser, 197 Federal St., Portland, Me.
Portsmouth (N. H.) Central Labor Union .....	1	1	Francis H. Thompson, 35 Maplewood Ave., Portsmouth, N. H.
Poughkeepsie (N. Y.) Trades and Labor Council.....	1	1	Harvey C. Neal, 10 South Clinton St., Poughkeepsie, N. Y.
Providence (R. I.) Central Trades and Labor Union.....	1	1	Peter F. Bowen, 200 Blackstone St., Providence, R. I.
Richmond (Va.) Central Trades and Labor Council.....	1	1	John M. Ryall, 513 N. Third St., Richmond, Va.
Rock Island (Ill.) Tri-City Labor Congress .....	1	1	Edward C. Berry, Rock Island, Ill.
Rockland (Mass.) Central Labor Union .....	1	1	James F. Kane, Rockland, Mass.
Rome (Ga.) Central Labor Union....	1	1	J. J. Holloway, Rome, Ga.
Rumford Falls (Me.) Central Labor Union .....	1	1	John S. Dodd, Rumford Falls, Me.
Rutland (Vt.) Central Trades and Labor Council.....	1	1	John W. Arvidson, 115 Robbins St., Rutland, Vt.
Salem (Mass.) Central Labor Union.	1	1	R. C. Schneider, 29 Oakland St., Salem, Mass.
San Antonio (Tex.) Trades Council..	1	1	James P. Broderick, San Antonio, Texas.
San Francisco (Cal.) Labor Council.	1	1	Walter Macarthur, 927 Market St., San Francisco, Cal.
Sault Ste. Marie (Mich.) Trades and Labor Council.....	1	1	M. J. McKelvey, 820 South St., Sault Ste. Marie, Mich.
Savannah (Ga.) Trades and Labor Assembly .....	1	1	William S. Harris, 21 Bay St., East, Savannah, Ga.
Schenectady (N. Y.) Trades Assembly.	1	1	Fred W. Burman, Schenectady, N. Y.
Scranton (Pa.) Central Labor Union.	1	1	Dominick Dempsey, 410 Grove St., Dunmore, Pa.
Sharon (Pa.) United Labor League..	1	1	E. R. Clarke, 35 Florence St., Sharon, Pa.
South Omaha (Neb.) Trades and Labor Council.....	1	1	Thos. J. Myler, 25 J St., South Omaha, Neb.
Springfield (Ill.) Central Labor Union	1	1	John Zaring, Springfield, Ill.
Springfield (Mass.) Central Labor Union .....	1	1	Geo. E. Vincens, 36 Kenwood Park, Springfield, Mass.
Stockton (Cal.) Federated Trades..	1	1	A. L. Cowell, Stockton, Cal.
Streator (Ill.) United Trades and Labor Council.....	1	1	D. G. Dewar, Streator, Ill.
St. Joseph (Mo.) Central Labor Council .....	1	1	W. D. Henderson, 221 S. 21st St., St., Joseph, Mo.
St. Louis (Mo.) Central Trades and Labor Union.....	1	1	Richard Debarrey, 1837 Division St., St. Louis, Mo.

Organizations.	No. of delegates	No. of votes for each delegate.	Name and address of delegates.
St. Paul (Minn.) Trades and Labor Assembly .....	1	1	Henry Feyder, 309 Wabasha St., St. Paul.
Superior (Wis.) Trades and Labor Assembly .....	1	1	Charles A. Dolan, Superior, Wis.
Thompsonville (Conn.) Central Labor Union .....	1	1	Michael J. Connor, Thompsonville, Conn.
Toledo (O.) Central Labor Union .....	1	1	Peter J. Doll, 224 Beacon St., Toledo, O.
Trenton (N. J.) Central Labor Union .....	1	1	James A. Savadge, 547 N. Clinton St., Trenton, N. J.
Troy (N. Y.) Central Federation of Labor .....	1	1	Michael Muldoon, 3rd and Congress Sts., Troy, N. Y.
Vallejo (Cal.) Trades and Labor Council .....	1	1	J. B. Dale, 924 La. St., Vallejo, Cal.
Waltham (Mass.) Central Labor Union .....	1	1	Michael J. O'Connell, 243 Cherry St., West Newton, Mass.
Washington (D. C.) Central Labor Union .....	1	1	Edward J. Roche, 423 G St., N. W.
Washington (Pa.) Central Labor Assembly .....	1	1	Henry Sabel, Washington, Pa.
Wilkes Barre (Pa.) Central Labor Union .....	1	1	Chas. Lavin, 108 Kidder St., Wilkesbarre, Pa.
Worcester (Mass.) Central Labor Union .....	1	1	Thos. F. Harney, 89 Salem St., Worcester, Mass.
Yonkers (N. Y.) Federation of Labor .....	1	1	Godfrey Lehner, Yonkers, N. Y.
Asphalt Pavers, 10,513 .....	1	1	Theo Payne, 760 Carroll Ave., Chicago, Ill.
Bolt and Nut Workers, 9198 .....	1	1	Charles Peetz, Louisville, Ky.
Briar Wood Smoking Pipe Makers, 10,566 .....	1	1	Jos. Kuhn, 1401 Perth St., Philadelphia, Pa.
Brush Workers, 11,274 .....	1	1	Geo. Tyson, 709 Walnut St., Milwaukee, Wis.
Button Workers, 8789 .....	1	1	Henry Hitchcock, 1034 E. 14th, Davenport, Iowa.
Cigar Factory Tobacco Strippers, 8156 .....	1	2	Rosa Scully, 1 Davis Place, Roxbury, Mass.
Cloth Examiners, 8395 .....	1	1	B. Harskowitz, New York, N. Y.
Cloth Examiners and Spongers, 10,429 .....	1	1	Joseph J. Moore, care 125 17th St., Philadelphia, Pa.
Cloth Examiners and Spongers, 10,780 .....	1	1	C. T. Barnett, care 164 Albany Ave., Chicago, Ill.
Cloth Spongers and Refinishers, 9100 .....	1	1	Michael Brayer, 311 E. 89th St., New York, N. Y.
Coachmen and Stablemen, 6327 .....	1	1	Wm. F. Henderson, 131 Lenox St., Roxbury, Mass.
Cotton Yard Men Association, 9143 .....	1	1	Isom G. Wynn, 617 So. Prieur St., New Orleans, La.
Cutting Die Workers, 10,583 .....	1	1	G. H. Gosline, Worcester, Mass.
Die Workers, 10,355 .....	1	1	Alfred Patterson, Brockton, Mass.
Drain Layers and Helpers, 10,335 .....	1	1	John Cardiff, 613 W. Taylor St., Chicago, Ill.
Drillers and Tappers, 9800 .....	1	1	Wm. White, 399 Humrod St., Brooklyn, N. Y.
Excavators' Protective, 10,630 .....	1	10	Tito Pacelli, care 305 E. 113th St., New York, N. Y.
Federal Labor, 6482 .....	1	1	G. A. Hoehn, 324 Chestnut St., St. Louis, Mo.
Federal Labor, 7087 .....	1	1	Jas. Borden, 515 N. Spring St., Belleville, Ill.
Federal Labor, 7386 .....	1	1	John B. Swift, 264 20th Ave., S. Minneapolis, Minn.
Federal Labor, 8073 .....	1	1	Wm. N. Burton, Petersburg, Ind.
Federal Labor, 8198 .....	1	1	Chas. P. Lynch, Golden St., Norwich, Conn.
Federal Labor, 8279 .....	1	1	Michael D. Collins, 28 East St., E. Cambridge, Mass.
Federal Labor, 8532 .....	1	1	E. S. Gettle, Martinsburg, W. Va.
Federal Labor, 8962 .....	1	1	Dan'l Dinneen, Glens Falls, N. Y.
Federal Labor, 9325 .....	1	1	Albert Hodges, care 917 Agatha St., Los Angeles, Cal.
Federal Labor, 9465 .....	1	2	Fred C. Malory, Palmer, N. Y.

Organizations.	No. of delegates	No. of votes for each delegate.	Name and address of delegates.
Federal Labor, 9492.....	1	1	W. A. Reed, cor. Bayou and St. Louis Sts., Mobile, Ala.
Federal Labor, 9575.....	1	2	John Cannon, Gouverneur, N. Y.
Federal Labor, 9638.....	1	2	John E. Dervin, Rutland, Vt.
Federal Labor, 9686.....	1	1	F. C. Turnt, 10 Pleasant St., Spencer, Mass.
Federal Labor, 9686.....	1	1	J. L. Gilpin, Uhrichsville, Ohio.
Federal Labor, 9686.....	1	1	J. M. Butler, South McAlester, I. T.
Federal Labor, 9686.....	1	1	W. M. Faulkerson, 211 19th St., Ashland, Ky.
Federal Labor, 10,091.....	1	1	John A. Cooper, Columbus, Ind.
Federal Labor, 10121.....	1	1	W. B. Schmatterlee, Nevada, Mo.
Federal Labor, 10,190.....	1	1	Thos. V. Studd, Berlin, N. H.
Federal Labor, 10,241.....	1	1	Wm. Marsh, Main St., Osawatomie, Kan.
Federal Labor, 10,334.....	1	1	H. S. Whiteman, Box 462, Jamestown, N.Y.
Federal Labor, 10,472.....	1	1	J. R. Page, Deerport, N. C.
Federal Labor, 10,518.....	1	1	Wm. Bankow, 1995 Harold Ave., Chicago, Ill.
Federal Labor, 10,547.....	1	1	P. W. Tussiny, Deshler, O.
Federal Labor, 10,581.....	1	1	P. McLaughlin, 225 S. East St., Hillsboro, O.
Federal Labor, 10,600.....	1	2	Fred Gascoyne, East Stroudsburg, Pa.
Federal Labor, 10,651.....	1	1	Clarence E. Madden, Bar Harbor, Maine.
Federal Labor, 10,964.....	1	3	W. C. Kidd, Suffern, N. Y.
Federal Labor, 11,311.....	1	1	Ernest J. Graham, Millinocket, Maine.
Federal Labor, 11,319.....	1	1	Oscar Morlin, Mt. Pleasant, Ill.
Federal Labor, 11,413.....	1	1	John W. Anderson, 400 S. Hamilton St., Mobile, Ala.
Fish Skinners, Cutters and Hand- lers, 9582.....	1	1	John P. Field, 17 Duncan St., Gloucester, Mass.
Arch. Molders and Helpers, 7413	1	1	Geo. Bechtold, 3126 Oregon Ave, St. Louis, Mo.
Foundry Employes, 9617.....	1	1	Jas. Borden, 515 N. Spring St., Belleville, Ill.
Foundry Workers, 9938.....	1	3	Michael Doran, 48 Ida St., Troy, N. Y.
Foundry Helpers, 10,012.....	1	3	John F. Gilhooly, 201 N. 6th St., Brooklyn, N. Y.
Foundrymen's Union, 10,110.....	1	1	Richard Walshe, 410 2nd St., E. Newark, N. J.
Foundrymen's Helpers, 10,387.....	1	1	Frank McCordle, 347 E. 25th St., New York, N. Y.
Foundry Laborers, 11,236.....	1	1	Patrick F. Tobin, 105 N. Paulina St., Chicago, Ill.
Furniture Packers' Protective, 10,690	1	1	Jas. Brady, 362 3rd Ave., New York, N. Y.
Grain Workers, 11,407.....	1	1	Ernest Bohm, New York City.
Granitoid, Cement, Concrete Work- ers, 8172.....	1	4	August Buthe, 1025 Franklin Ave., St. Louis, Mo.
Hardware Employes' Union, 10,532.	1	1	James Hannahan, Chicago, Ill.
Hospital Employes, 10,725.....	1	1	O. L. Murrell, State Hospital, Buffalo, N.Y.
Hospital Nurses and Employes, 10,850.....	1	1	Herbert J. Feehan, Willard, N. Y.
House Shorers and Movers, 7417....	1	1	Francis Creamer, 449 W. 48th St., New York, N. Y.
Insulators and Asbestos Workers, 6918.....	1	1	Andrew Caldwell, 19 Orchard St., Boston, Mass.
Janitors.....	1	1	Charles Fieldstack, Chicago, Ill.
Laborers' Protective, 9105.....	1	1	John B. Donnelly, Brockton, Mass.
Laborers' Protective, 9290.....	1	1	Wm. E. Miles, Box 60, Sheffield, Ala.
Laborers' Protective, 9545.....	1	1	M. McLeod, Rumford Falls, Me.
Laborers' Protective, 9558.....	1	2	Jos. E. King, Berlin, N. H.
Laborers' Protective, 9756.....	1	4	Geo. H. Turner, Kansas City, Mo.
Laborers' Protective, 10,191.....	1	1	Wm. G. Hapgood, Skowhegan, Maine.
Laborers' Protective, 10,295.....	1	1	Jas. J. Mills, Port Jervis, N. Y.
Laborers' Protective, 10,829.....	1	2	D. W. Roderick, 92 La Salle St., Chicago, Ill.
Laborers' Protective, 11,223.....	1	1	Jas. Kelley, Taunton, Mass.

Organizations.	No. of delegates	No. of votes for each delegate.	Name and address of delegates.
Laborers' Protective, 11,277.....	1	1	Thos. Dillon, 118 Holly St., Vicksburg, Miss.
Last Makers, 9269.....	1	1	Stephen S. Haskell, 602 S. Warren Ave., Brockton, Mass.
Last Makers, 9771.....	1	1	C. P. Wingarter, Malden, Mass.
Livery Stable Employes, 8529.....	1	1	Jas. Borden, 515 Spring St., Belleville, Ill.
Lumbermen's Protective, 10,180.....	1	1	John Bowler, Sr., Holyoke, Mass.
Mattress Makers, 6899.....	1	1	James P. Derrigan, 321 State St., Chicago, Ill.
Mattress Makers, 9493.....	1	1	Nicholas B. Ludwig, Jr., 435 Owen St., Hamilton, O.
Messenger Boys' Protective, 11,252. Millwrights and Machinery Erectors, 7473.....	1	1	Chas. J. Keenan, Jr., Boston, Mass.
Nail Mill Employes, 9987.....	1	1	T. M. Coyle, 2709 Allen Ave., St. Louis, Mo.
Newsboys' Protective, 9077.....	1	1	Jas. Borden, 515 Spring St., Belleville, Ill.
Paper Box Makers, 10,154.....	1	2	N. S. Sodekson, 30 Lowell St., Boston, Mass.
Paste Makers' Union, 10,567.....	1	1	Geo. B. Hillard, New York, N. Y.
Paving Department Workers, 6751..	1	1	John L. Damozonio, 1787 Stockton St., San Francisco, Cal.
Pearl Workers, 11,224.....	1	1	Jas. F. Timilty, Summer Place, Roxbury, Mass.
Picture Frame Workers, 10,361.....	1	5	Wm. Cooper, 21 Mason St., Taunton, Mass.
Plate Engravers, 9003, American Society of.....	1	1	John Russel, 1134 Milwaukee Ave., Chicago, Ill.
Plate Glass Workers, 11,365.....	1	1	Louis A. Hill, 1409 Howard Ave., N. W., Washington, D. C.
Post Office Clerks, 8703.....	1	3	John C. Deigle, Box 475, Port Allegheny, Pa.
Preserve Makers and Helpers, 11,242	1	1	L. J. Niemchesky, 56 St. Clair St., Chicago, Ill.
Rag Selectors, 9932.....	1	1	Luke H. Gately, 29 Everett St., Charlestown, Mass.
Riggers' Protective, 10,315.....	1	1	A. Rosenfield, 143 Addison St., Chelsea, Mass.
Rolling Mill Helpers and Laborers, 10,145.....	1	1	Jos. O. White, 44 Haynes St., E. Boston, Mass.
Sail Makers' Protective, 8232.....	1	1	Thos. Freeman, 6214 Second Ave., S. Wood-lawn, Ala.
Sandstone Quarry Workers', 8961...	1	1	Robert S. Maloney, 390 Front St., Bath, Me.
Sanitary and Street Cleaning Union, 6064.....	1	1	William Smith, Sites, Cal.
Scale Workers' Protective, 7592.....	1	2	Joseph P. Downing, Boston, Mass.
Slate Workers, 10,016.....	1	2	Peter Mullee, 112 East St., Rutland, Vt.
Stable Employes, 10,041.....	1	2	Edward F. Bolger, Bangor, Pa.
Stablemen's Protective, 10,663.....	1	3	J. H. Stanner, Chicago, Ill.
Smoking Pipe Makers', 11,402.....	1	1	Timothy Scott, Boston, Mass.
Stone Masons, 7049.....	1	1	Sigmund Lederer, New York, N. Y.
Straw Hat Operatives, 9591.....	1	1	Julius Faller, 3212 E. 25th St., Kansas City, Mo.
Straw Hat Operatives, 9655.....	1	1	E. W. Francis, 258 Shawmut Ave., Boston, Mass.
Suspender Makers, 9560.....	1	2	Kate Hutchinson, Mechanic St., Foxboro, Mass.
Suspender Makers, 10,342.....	1	1	Chas. Zimmerman, 295 1-2 Staunton St., New York, N. Y.
Tar Felt and Waterproof Workers, 7565.....	1	1	Benj. Klein, 432 Queen St., Philadelphia, Pa.
Tie Carriers, 11,202.....	1	1	Wm. H. Clark, 335 Second St., So. Brooklyn, N. Y.
Tobacco Salesmen, 10,494.....	1	1	E. L. Tarrents, Evansville, Ind.
Tunnel Miners, 8295.....	1	1	J. G. Herr, Chicago, Ill.
Twine Workers, 11,122.....	1	1	Michael Burke, Cleveland, Ohio.
Watch Workers, 6961.....	1	6	Margaret Bickler, 730 Claybourne Ave., Chicago, Ill.
Water Department Workers, 6356...	1	1	Thos. Darcy, 233 Standish St., Elgin, Ill.
			Lawrence E. Murphy, 4 Nassau St., Boston, Mass.



# DELEGATES TO THE TWENTY-THIRD ANNUAL CONVENTION.

Organizations.	No of delegates	No. of votes for each delegate.	Name and address of delegates.
Wholesale Clothing Stock Keepers and Packers, 11,138.....	1	1	Isaac Sadler, 947 N. 6th St., Philadelphia, Pa.
<b>FRATERNAL.</b>			
British Trades and Labor Congress..	2	{	Wm. Mullen, 2a Hodson's Chambers, Hodson's Court, Corporation St., Manchester, England.
Trades and Labor Congress of Canada .....	1		James O'Grady, Moorgate Chambers, 72 Finsbury Pavement, London, England.
Church Association for the Advancement of the Interests of Labor....	1	1	Jas. Simpson, 41 Albany St., Toronto, Ontario, Can.
			Harriete Keyser, 281 Fourth Ave., New York, N. Y.

Delegates present, 496. Unions represented, National and International, 101; State, 20; Central, 130; Federal, 32; Local, 87; Fraternal, 4. Representing 14,038 votes, distributed as follows:

National and International .....	13,721
State .....	20
Centrals .....	130
Locals .....	164
Fraternal.....	3
	<b>14,038</b>

# CONSTITUTION

## OF THE

# AMERICAN FEDERATION OF LABOR

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### PREAMBLE.

WHEREAS, A struggle is going on in all the nations of the civilized world between the oppressors and the oppressed of all countries, a struggle between the capitalist and the laborer, which grows in intensity from year to year, and will work disastrous results to the tolling millions if they are not combined for mutual protection and benefit.

It, therefore, behooves the representatives of the Trade and Labor Unions of America, in convention assembled, to adopt such measures and disseminate such principles among the mechanics and laborers of our country as will permanently unite them to secure the recognition of the rights to which they are justly entitled.

We, therefore, declare ourselves in favor of the formation of a thorough Federation, embracing every Trade and Labor Organization in America, organized under the Trade Union system.

### CONSTITUTION.

#### ARTICLE I.—NAME.

This Association shall be known as THE AMERICAN FEDERATION OF LABOR, and shall consist of such Trade and Labor Unions as shall conform to its rules and regulations.

#### ARTICLE II.—OBJECTS.

SECTION 1. The object of this Federation shall be the encouragement and formation of local Trade and Labor Unions, and the closer federation of such societies through the organization of Central Trade and Labor Unions in every city, and the further combination of such bodies into State, Territorial, or Provincial organizations to secure legislation in the interest of the working masses.

SEC. 2. The establishment of National and International Trade Unions, based upon a strict recognition of the autonomy of each trade, and the promotion and advancement of such bodies.

SEC. 3. An American Federation of all National and International Trade Unions to aid and assist each other, to aid and encourage the sale of union-label goods, and to secure legislation in the interest of the working people and influence public opinion, by peaceful and legal methods, in favor of organized labor.

SEC. 4. To aid and encourage the labor press of America.

#### ARTICLE III.—CONVENTION.

SECTION 1. The convention of the Federation shall meet annually at 10 A. M., on the second Monday in November, at such place as the delegates have selected at the preceding convention.

SEC. 2. At the opening of the convention the President shall take the chair and call the convention to order, and preside during its sessions.

SEC. 3. The following committees, consisting of eleven members each, except the committee on Building Trades, which shall consist of fifteen members, shall be appointed by the President: First, Rules and Order of Business; second, Report of the President; third, Report of the Secretary; fourth, Report of the Treasurer; fifth, Resolutions; sixth, Laws; seventh, Organization; eighth, Labels; ninth, Grievances; tenth, Local or Federated Bodies; eleventh, Education; twelfth, State Organization; thirteenth, Boycotts; fourteenth, Building Trades (to which shall be referred all grievances that involve only building trades, and all other matters pertaining exclusively to the building trades).

SEC. 4. The President shall direct the chief executive officers of three National or International Unions, at least ten days previous to the holding of the Annual Convention, to appoint one delegate each from their respective delegations-elect, who shall compose an Auditing Committee. The committee shall meet at such place as the President of the American Federation of Labor may direct, and at such time prior to the convention as the President may determine is necessary for the proper performance of their duty, and they shall audit the accounts of the Federation for the preceding twelve months, and report upon credentials immediately upon the opening of the convention. The expense of said committee shall be paid out of the funds of the Federation.

SEC. 5. Resolutions of any character or propositions for changes in this Constitution can not be introduced in the convention after the third day's session, except by unanimous consent.

SEC. 6. The convention shall have power to order an executive session at any time.

SEC. 7. None other than members of a bona fide Trade Union shall be permitted to address the convention or read papers therein, except by a two-thirds vote of the convention.

SEC. 8. Party politics, whether they be Democratic, Republican, Socialistic, Populistic, Prohibition, or any other, shall have no place in the conventions of the American Federation of Labor.

SEC. 9. The rules and order of business governing the preceding convention shall be in

force from the opening of any convention of the American Federation of Labor until new rules have been adopted by action of the convention.

SEC. 10. A quorum for the transaction of business shall consist of not less than one-fourth of the delegates attending a convention.

SEC. 11. No grievance shall be considered by any convention that has been decided by a previous convention, except upon the recommendation of the Executive Council, nor shall any grievance be considered where the parties thereto have not previously held a conference and attempted to adjust the same themselves.

#### ARTICLE IV.—REPRESENTATION.

SECTION 1. The basis of representation in the convention shall be: From National and International Unions, for less than four thousand members, one delegate; four thousand or more, two delegates; eight thousand or more, three delegates; sixteen thousand or more, four delegates; thirty-two thousand or more, five delegates, and so on. From Central Bodies, State Federations, Federal Labor Unions, and Local Unions having no National or International Union, one delegate (provided, however, that Local Unions and Federal Labor Unions herein referred to located in one city, shall have the right to unite in sending a delegate to represent them unitedly), only bona fide wage-workers who are not members of, or eligible to membership in, other Trade Unions, shall be eligible as delegates from Federal Labor Unions.

SEC. 2. The delegates shall be elected at least two weeks previous to the Annual Convention of the American Federation of Labor, and the names of such delegates shall be forwarded to the Secretary of this body immediately after their election.

SEC. 3. Questions may be decided by division or a show of hands, but if a call of the roll is demanded by one-tenth of the delegates present, each delegate shall cast one vote for every one hundred members, or major fraction thereof, he represents, but no City or State Federation shall be allowed more than one vote.

SEC. 4. The Secretary shall prepare for use of the convention printed poll lists, containing the number of votes the delegates from National and International Unions are entitled to, based upon the average membership during the year, from reports made to the office of the Federation not later than September 30, preceding the Annual Convention.

SEC. 5. No organization which has seceded, or has been suspended, or expelled, from any National or International organization connected with the Federation, shall be allowed representation or recognition in this Federation, or in any central body or National or International Union connected with the American Federation of Labor, under penalty of the suspension of the body violating this section.

SEC. 6. No organization shall be entitled to representation unless such organization has applied for and obtained a certificate of affiliation at least one month prior to the convention, and no person shall be recognized as a delegate who is not a member in good standing of the organization he is elected to represent.

#### ARTICLE V.—OFFICERS.

SECTION 1. The officers of the Federation shall consist of a President, eight Vice-Presidents, a Secretary, and a Treasurer, to be elected by the convention on the last day of the session, and these officers shall be the Executive Council.

SEC. 2. The President and Secretary shall be members of the succeeding convention in case they are not delegates, but without vote.

SEC. 3. All elective officers shall be members of a local organization connected with the American Federation of Labor.

SEC. 4. The terms of the officers of the American Federation of Labor shall expire on the first day of January succeeding the convention.

SEC. 5. The President and Secretary shall engage suitable offices in the same building at Washington, D. C., for the transaction of the business of the organization.

SEC. 6. All books and financial accounts shall, at all times, be open to the inspection of the President and Executive Council.

#### ARTICLE VI.—DUTIES OF PRESIDENT.

SECTION 1. It shall be the duty of the President to preside at the Annual Convention; to exercise supervision of the Federation throughout its jurisdiction; to sign all official documents, and to travel, with the consent of the Executive Council, whenever required, in the interest of the Federation.

SEC. 2. The President shall submit to the Secretary, at the end of each month, an itemized account of all moneys, traveling and incidental, expended by him in the interest of the Federation, and shall report his acts and doings to the Annual Convention of the Federation.

SEC. 3. The President, if not a delegate, shall have the casting vote in case of a tie, but shall not vote at other times. He shall be required to devote all his time to the interests of the Federation.

SEC. 4. The President shall call meetings of the Executive Council, when necessary, and shall preside over their deliberations, and shall receive for his services such sum as the Annual Convention may determine, payable weekly.

SEC. 5. In case of a vacancy in the office of President by death, resignation, or other cause, the Secretary shall perform the duties of the President until his successor is elected. In that event it shall be the duty of the Secretary to issue, within six days from the date of vacancy, a call for a meeting of the Executive Council at headquarters for the purpose of electing a President to fill said vacancy.

#### ARTICLE VII.—DUTIES OF SECRETARY.

SECTION 1. The duties of the Secretary shall be to take charge of all books, papers, and effects of the general office; to conduct the correspondence pertaining to his office; to furnish the elective officers with the necessary stationery; to convene and act as Secretary at the Annual Convention, and to furnish to the Committee on Credentials at the convention a statement of the financial standing of each affiliated body; to forward, on March 1st and September 1st of each year, to the secretaries of all affiliated organizations a list of the names and addresses of secretaries and organizers.

SEC. 2. The Secretary shall keep all letters, documents, accounts, etc., in such manner as the Annual Convention may direct; he shall receive and collect all moneys due to the Federation, and pay them to the Treasurer, taking his receipt therefor; provided, that he may retain in his hands a sum not exceeding \$2,000 for current expenses, which money shall be paid out only on the approval of the President.

SEC. 3. The Secretary shall submit to the Auditing Committee, for their inspection, vouchers for all moneys expended; close all accounts of the Federation on September 30 of

each year, and all moneys received or disbursed after such date shall not be reported in the general balance account of the ensuing convention. He shall publish a financial report monthly in the "*American Federationist*" and send one copy to each affiliated body, and such additional number of copies as may be ordered and paid for by any organization connected with the Federation.

SEC. 4. The Secretary shall give a bond of \$2,000 for the faithful performance of his duties, and for his services he shall receive such sum as the Annual Convention may determine, payable weekly.

SEC. 5. The Secretary shall issue stamps to Local and Federal Labor Unions, which shall be used by such unions with which to receipt for members' dues.

#### ARTICLE VIII.—DUTIES OF TREASURER.

SECTION 1. The Treasurer shall receive and take charge of all moneys, property, and security of the Federation delivered to him by the Secretary. He shall deposit all moneys belonging to the Federation in bank or banks in the name of the American Federation of Labor as Treasurer, and before any moneys thus deposited can be drawn, each check shall be signed by him as Treasurer.

SEC. 2. The Treasurer shall pay, through the Secretary, all warrants regularly drawn on him, signed by the President and countersigned by the Secretary, as required by this Constitution, and none others.

SEC. 3. The Treasurer shall submit to the Annual Convention a complete statement of all receipts and disbursements during his term of office, and at the expiration of his term of office he shall deliver up to his successor all moneys, securities, books, and papers of the Federation under his control, and for the faithful performance of his duties he shall give a bond in such sum as the Executive Council may determine. The annual salary of the Treasurer shall be \$200.

#### ARTICLE IX.—EXECUTIVE COUNCIL.

SECTION 1. It shall be the duty of the Executive Council to watch legislative measures directly affecting the interests of working people, and to initiate, whenever necessary, such legislative action as the convention may direct.

SEC. 2. The Executive Council shall use every possible means to organize new National or International Trade or Labor Unions and to organize Local Trade and Labor Unions, and connect them with the Federation until such time as there is a sufficient number to form a National or International Union, when it shall be the duty of the President of the Federation to see that such organization is formed.

SEC. 3. When a National or International Union has been formed the President shall notify all Local Unions of that trade to affiliate with such National or International Union, and unless said notification be complied with within three months, their charters shall be revoked.

SEC. 4. The Executive Council shall also prepare and present to the convention, in printed form, a concise statement of the details leading up to approved and pending boycotts (and all matters of interest to the convention), and no indorsement for a boycott shall be considered by the convention except it has been so reported by the Executive Council.

SEC. 5. While we recognize the right of each trade to manage its own affairs, it shall be the duty of the Executive Council to secure the

unification of all labor organizations, so far as to assist each other in any trade dispute.

SEC. 6. Whenever the revenue of the Federation shall warrant such action, the Executive Council shall authorize the sending out of Trade Union speakers from place to place in the interests of the Federation.

SEC. 7. The remuneration for loss of time by members of the Executive Council or speakers engaged by them shall be \$4 per day and traveling and hotel expenses.

SEC. 8. The Executive Council shall have power to make rules to govern matters not in conflict with this Constitution, or the constitution of affiliated unions, and shall report accordingly to the Federation.

SEC. 9. In the event of a vacancy of any member of the Executive Council, other than that of the President, by reason of death, resignation, or other cause, the President shall make such vacancy known to the Executive Council, and shall call for nominations. The names of all nominees shall be submitted to the Executive Council, and it shall require a majority vote of the Executive Council to elect. Upon each unsuccessful balloting the name of the candidate receiving the lowest number of votes shall be dropped.

SEC. 10. All Local Trade Unions and Federal Labor Unions holding charters direct from the American Federation of Labor desiring the assistance of the American Federation of Labor in trade disputes, shall submit to the President of the American Federation of Labor for approval by the Executive Council a full statement of the grievance before a strike occurs. Unions violating this section shall forfeit all claims upon the American Federation of Labor or affiliated organizations for support.

SEC. 11. No charter shall be granted by the American Federation of Labor to any National, International, Trade, or Federal Labor Union without a positive and clear definition of the trade jurisdiction claimed by the applicant, and the charter shall not be granted if the jurisdiction claimed is a trespass on the jurisdiction of existing affiliated unions, without the written consent of such unions.

#### ARTICLE X.—ASSESSMENT.

SECTION 1. The Executive Council shall have power to declare a levy of one cent per member per week on all affiliated unions for a period not exceeding ten weeks in any one year, to assist in the support of an affiliated organization engaged in a protracted strike or lockout.

SEC. 2. Any Union, International, National, or Local, failing to pay within 60 days the levies declared in accordance with section 1, shall be deprived of representation in convention of the American Federation of Labor and in city central bodies affiliated with the American Federation of Labor.

#### ARTICLE XI.—REVENUE.

SECTION 1. The revenue of the Federation shall be derived from a per capita tax to be paid upon the full paid-up membership of all affiliated bodies, as follows: From International or National Trade Unions, a per capita tax of one half of one cent per member per month; from Local Trade Unions and Federal Unions, ten cents per member per month, five cents of which must be set aside to be used only in case of strike or lockout; Local Unions the majority of whose members are less than eighteen (18) years of age, two cents per member per month; from Central and State bodies, \$10 per year, payable quarterly.

SEC. 2. Delegates shall not be entitled to a seat in the Annual Convention unless the tax of their organization, as provided for in section 1 of this article, has been paid in full to September 30, preceding the convention.

SEC. 3. Any organization affiliated with this Federation not paying its per capita tax on or before the 15th of each month, shall be notified of the fact by the Secretary of the Federation, and if at the end of three months it is still in arrears, it shall become suspended from membership in the Federation, and can be reinstated only by a vote of the convention when such arrears are paid in full, as provided in section 2 of this article.

#### ARTICLE XII.—LOCAL CENTRAL BODIES.

SECTION 1. No Central Labor Union, or any other central body of delegates, shall admit to or retain in their councils, delegates from any local organization that owes its allegiance to any other body, National or International, hostile to any affiliated organization, or that has been suspended or expelled by, or not connected with, a National or International organization of their trade herein affiliated, under penalty of having their charter revoked for violation of their charter, subject to appeal to the next convention.

SEC. 2. It shall be the duty of all National and International Unions affiliated with the American Federation of Labor to instruct their Local Unions to join chartered Central Labor bodies and State Federations in their vicinity where such exist. Similar instructions shall be given by the American Federation of Labor to all Trade and Federal Labor Unions under its jurisdiction.

SEC. 3. Where there are one or more Local Unions in any city belonging to any National or International Union affiliated with this Federation, they may organize a Trades Assembly or Central Labor Union, or join such body, if already in existence.

SEC. 4. The Executive Council and Local Central Labor Unions shall use all possible means to organize and connect as Local Unions to National or International Unions the organizations in their vicinity; to aid the formation of National or International Unions where none exist, and to organize Federal Labor Unions where the number of craftsmen precludes any other form of organization.

SEC. 5. No Central Labor Union, or other central body of delegates, shall have the authority or power to order any organization, affiliated with such Central Labor Union, or other central labor body, on a strike, where such organization has a National or International organization, until the proper authorities of such National or International organization have been consulted and agreed to such action.

SEC. 6. Separate charters may be issued to Central Labor Unions, Local Unions, or Federal Labor Unions, composed exclusively of colored members, where, in the judgment of the Executive Council, it appears advisable and to the best interests of the trade union movement to do so.

SEC. 7. No Central Labor Union, or other central body of delegates, shall have authority or power to originate a boycott, nor shall such bodies indorse and order the placing of the name of any person, firm or corporation on an unfair list until the Local Union desiring the same has, before declaring the boycott, submitted the matter in dispute to the central body for investigation, and the best endeavors on its part to effect an amicable settlement. Violation of this section shall forfeit charter.

SEC. 8. No Central Body affiliated with the American Federation of Labor shall reject credentials presented by a duly elected or appointed delegation of a Local Union, chartered by a National or International Union having affiliation with the American Federation of Labor, unless upon charges duly proved against such delegation, or Local Union. Action of the central body, under this section, shall be subject to appeal to the Executive Council of the American Federation of Labor; and no delegation representing Local Unions affiliated, as herein described, shall be suspended or expelled until like action is taken.

#### ARTICLE XIII.—DEFENSE FUND FOR LOCAL TRADE AND FEDERAL LABOR UNIONS.

SECTION 1. That the moneys of the defense fund shall be drawn only for the following purposes: For the sustaining of legal strikes or lockouts of Local Trade and Federal Labor Unions.

SEC. 2. In the event of a disagreement between a local union and an employer which, in the opinion of the local union, may result in a strike, such union shall notify the President of the American Federation of Labor, who shall investigate, or cause an investigation to be made, of the disagreement and endeavor to adjust the difficulty. If his efforts should prove futile, he shall take such steps as he may deem necessary in notifying the Executive Council, and if the majority of said council shall decide that a strike is necessary, such union shall be authorized to order a strike, but that it be imperatively ordered that no strike or lockout shall be deemed legal, or moneys expended from the defense fund on that account, unless the strike or lockout shall have been recognized by the President and approved by the Executive Council.

SEC. 3. When a strike has been authorized by the President and approved by the Executive Council, the president of the local union interested shall, within twenty-four hours, call a meeting of said union, "of which every member shall be regularly notified," to take action thereon, and no member shall vote on such question unless he is in good standing. Should three-fourths of the members present decide, by secret ballot, on a strike, the president of the local union shall immediately notify the President of the American Federation of Labor, and give the number of men involved, union and non-union.

SEC. 4. No local shall be entitled to benefit from the defense fund unless it has been in continuous good standing for one year; and no member shall be entitled to benefit from said defense fund unless he has been a member in good standing in the American Federation of Labor for at least one year.

SEC. 5. When a strike has been inaugurated under the provisions of sections 2 and 3, the American Federation of Labor shall pay to the bonded officer of the union involved, or his order, for a period of six weeks, an amount equal to four (\$4) dollars per week for each member. Each local union shall require their treasurer to give proper bond for the safe-keeping and disbursement of all funds of the local. No benefit shall be paid for the first two weeks of the strike. The Executive Council shall have the power to authorize the payment of strike benefits for an additional period.

SEC. 6. No member of a local union on strike shall be entitled to weekly benefits unless he reports daily to the proper officers of the local union while the strike continues, and no member who shall receive a week's work, three days to be a week, shall receive benefits, and.

further, any member refusing work while on strike shall not be entitled to any benefit.

SEC. 7. Any union inaugurating a strike without the approval of the Executive Council shall not receive benefits on account of said strike.

SEC. 8. In case of lockout the Executive Council shall have power to pay benefits if, upon investigation, it is found that the local union, whose members are involved, did not by their action or demands provoke the lockout by their employer.

SEC. 9. During the continuance of a strike, the executive board of the local union shall make weekly reports to the Secretary of the American Federation of Labor, showing the amount of money distributed for benefits and to whom paid, and all other facts that may be required.

SEC. 10. Before a strike shall be declared off, a special meeting of the union shall be called for that purpose, and it shall require a majority vote of all members present to decide the question either way.

SEC. 11. In the event of the defense fund becoming dangerously low through protracted strike or lockout, the Executive Council of the American Federation of Labor shall have the power to levy an assessment of ten cents on each member of local trade and federal labor unions, assessments to be restricted to not more than five per year; and further, that there shall always be a surplus of five thousand (\$5,000) dollars in the defense fund.

SEC. 12. That no local shall be entitled to any of the benefits of the defense fund unless it requires its members to pay not less than fifty (50) cents per month.

SEC. 13. That the local trade and federal labor unions set aside for the maintenance of a local defense fund not less than five cents a month from each member.

#### ARTICLE XIV.—MISCELLANEOUS.

SECTION 1. Certificates of affiliation shall be granted by the President of the Federation, by and with the consent of the Executive Council, to all National and International Unions

and Local bodies affiliated with this Federation.

SEC. 2. Seven wage-workers of good character, following any trade or calling, who are favorable to Trade Unions, whose trade or calling is not organized, and are not members of any body affiliated with this Federation, who will subscribe to this Constitution, shall have the power to form a local body to be known as a "Federal Labor Union," and they shall hold regular meetings for the purpose of strengthening and advancing the Trade Union movement, and shall have power to make their own rules in conformity with this Constitution, and shall be granted a local certificate by the President of this Federation; provided, the request for a certificate be indorsed by the nearest Local or National Trade Union officials connected with this Federation.

SEC. 3. The certificate fee for affiliated bodies shall be five (\$5) dollars, payable to the Secretary of the Federation, and the fee shall accompany the application.

SEC. 4. The American Federation of Labor shall refer all applications for certificates of affiliation from Local Unions or Federal Labor Unions from a vicinity where a chartered Central Labor Union exists to that body for investigation and approval.

SEC. 5. Certificates of affiliation shall not be granted by State Federations of Labor. That power is vested solely in the Executive Council of the American Federation of Labor and the executive officers of National and International Unions affiliated therewith.

SEC. 6. Not more than three Federal Labor Unions shall be chartered in any one city. No Federal Labor Union shall be recognized as affiliated if its membership consists of a majority of active members of Trade Unions.

SEC. 7. Fraternal delegates attending the Convention of the American Federation of Labor shall be entitled to all the rights of delegates from central bodies.

#### ARTICLE XV.—AMENDMENTS.

This Constitution can be amended or altered only at a regular session of the convention and to do so it shall require a two-thirds vote





TWENTY-THIRD ANNUAL CONVENTION  
OF THE  
**American Federation of Labor**  
1903  

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**REPORT OF PROCEEDINGS**  

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**FIRST DAY—Morning Session.**  

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Faneull Hall, Boston, Mass., Nov. 9, 1903.

Pursuant to the regular meeting of the twenty-third annual convention of the American Federation of Labor, President Gompers called the Convention to order at ten o'clock A. M., and introduced Mr. D. D. Driscoll, President of the Boston Central Labor Union, who spoke as follows:

Mr. President, Delegates and Friends to the Twenty-Third Annual Convention of the American Federation of Labor: The honor has been conferred on me as President of the Boston Central Labor Union, to extend to you a greeting in behalf of the Union men and women of this city. Faneull Hall, famed as the "Cradle of American Liberty," and consecrated to the expressions of freedom whenever there is a call for sympathy for the down trodden and oppressed of any land. Every great question that was of interest to this country was brought forward on this platform. One of the most important meetings held here in recent years was that of October 25th and 26th, to express sympathy for the persecuted and outraged Hebrews in Russia, and to call international attention to their just claims for justice.

On this platform, a short time ago, President Eliot of Harvard University said, "every strike breaker was a hero." Were he here today to see the representatives of Union Labor, his remarks would cause him to blush for shame.

The great would-be Union destroyer, Mr.

Parry, expressed his views in this building on Labor Unions a short time ago at the Convention of Carriage and Wagon manufacturers; this speaks for the freedom of this building.

It would be neglect on my part if I did not refer to some of the historical pictures and busts in this Hall.

First I will call your attention to this grand group picture representing an immortal appeal for freedom. To the right of this picture is that of John C. Calhoun, Vice-President of the United States in 1830. The question under discussion at the time was the admission of Missouri and Maine into the Union as free states. Senator Hayne spoke for the South and consumed the time of the Senate for two days. He advocated Missouri as a slave state and Maine as a free state. Daniel Webster, the great orator of freedom answered in a speech occupying two days and spoke for the admission of both states as free states. He spoke as the friend of liberty and justice. Both states were admitted free. It was then he used those memorable words, "Liberty and Union now and forever."

We, the Trade Unionists believe in that motto. We believe in Liberty and Trade Unions now and forever.

Over there to my left the great orator of humanity, Wendell Phillips, the great friend of man, and also the handsome picture of the Father of his Country, George Washington. There is the bust of Daniel Webster, our noble Roman; John Adams, our second President of the United States;

## REPORT OF PROCEEDINGS

John Quincy Adams, our fifth President. There the picture of Peter Faneuil, noble, generous and kind, who gave this building to the citizens of Boston. Alongside the clock you find the Coat of Arms of Massachusetts. Passing out of the hall on the right you find the picture of President Abraham Lincoln, General Warren who fell at Bunker Hill, and Henry Wilson, who was Congressman and Senator from Massachusetts and Vice-President under General Grant. On the left in the upper corner Rufus Choate, one of our noblest law expounders; Robert Treat Paine, one of the signers of the Declaration of Independence, and John Hancock, whose signature is so well known to all.

Within a radius of 500 feet of this hall, a successful "boycott" was carried on without the interference of judges or injunctions when the tea that could not be sold at high prices in England was sent here for sale at large profits. The people objected and in masses arose and cast the tea into the sea.

Fortunately we are that in our many strikes and lockouts the militia has not been called out. When we read that in many states the militia unnecessarily had been put under arms as well as the regular army, we felt that it was an injustice to the wage earners. It recalls that scene of years ago, when a row started in State Street in front of the Old State House, which was built in 1711 and still stands. It was between the English soldiers and the citizens of this town, these townsmen were killed:—Crispus Attucks, Samuel Maverick, James Caldwell, Samuel Gray and Patrick Carr. That seemingly small quarrel March 5th, 1770, was the beginning of the American Revolution. March 17th, 1776, the British evacuated Boston, hence the origin of Evacuation Day.

Defeated at Bunker Hill we still hold the hill and monument on it.

We have in this state a Board of Arbitration under the laws of the state for seventeen and one half years. Up to date this year we have had seventy cases referred to them for arbitration by mutual agreement between employer and employee. We are always ready to abide by their decision. We believe in conciliation and arbitration.

In referring to these many historical events in connection with this hall let me call the attention of the delegates to the banners hanging from the gallery, and they add the best of history to the Cradle of Liberty. If they were to stay there our ancestors would point with pride to all its visitors and say what great good has been accomplished through the Trade Unions. They represent and stand for liberty and union with equality to all—for the short hour day—free books in our schools—education of the child and not a slave in their youth in the factory.

If Daniel Webster could stand on this platform today he would say that many of the employers of labor, such for instance as the Western Union Telegraph Company, take away our rights when locking out the boys because they joined in a union.

We all stand for those great words, "Liberty and Union now and forever," and we want liberty and trade union now and forever.

We have many good state laws, but want

better and what we have we want enforced; through the labor movement of this city and state we mean to have the child labor law and sanitary conditions lived up to.

Today we welcome the Trade Unionists to the Cradle of Liberty which is yours while your Convention lasts, and may this meeting here start a fast clip and break the records for years to come as the great trotter started breaking records in our state. We have our Municipal Department under Union conditions—eight hours a day—one half holiday Saturday all the year.

The trade union movement in Boston stands for trade labels—first, last and always.

This building is the nearest we can come to a Union building, as all the work done here for many years has been done by Union men.

Mr. President and Delegates, we extend to you and your friends a hearty welcome and with pleasure I present to you this block and gavel with their trade label that stands for justice to all.

President Gompers responding said:

"Mr. President of the Boston Central Labor Union, permit me, on behalf of the representatives of organized labor of the American continent, to express to you, and through you, to our fellow trade unionists and friends of Boston, our hearty appreciation of your cordial words of welcome, and your encouraging expressions of hope in recounting the work and achievements of the labor movement of this city in the past. Coming here in convention to the City of Boston we know that we come among a people who are as thoroughly impressed, as thoroughly and perhaps more so, than the people of any other metropolis in the whole world, with the conception of human rights and human liberty. The pages of the history of your city are replete with the records of valor, of heroism, of eloquence and sacrifices for human rights, for human justice, and for human liberty, and resplendent with the names of valiant men and noble women, yet the unwritten record, that which may never be written, is perhaps the most valued treasure because it contains the thought, the spirit, the hope and the aspirations of those who are struggling in our day for the attainment of a higher degree of liberty, of right and of justice than could have been conceived, much less declared, a century ago.

Duly impressed with the great galaxy of names to which you have given utterance, the notes of praise to which they and their work are entitled, placing a laurel wreath of victory and honor upon their graves, and revering their memories, may it not be appropriate to recall the fact that neither in Faneuil Hall nor in any other hall of which I know in Boston, is there either a bust or a painting of Ira Stewart, the greatest champion of labor and labor's rights that this world has ever known. Ira Stewart and his co-laborers were of that small number of men, the old eight-hour league of Boston, that gave to the world the new philosophy of the short hour work day and the labor movement. George E. McNeill, not dead, thank

God, but with us and in the full prime and grand manhood of his life, is exemplifying and typifying with his personality and in his character and make-up the highest hope for which the labor movement stands. Within the past few years we have lost a number of men: Mr. W. H. Sylvas, one of the pioneers in the movement; Ed. O'Donnell, John F. O'Sullivan, and only a few days ago Frank Pickett; and on the same day, a former treasurer of the American Federation of Labor,—a staunch trade unionist in labor matters, and a grand fighter in the Civil War for the abolition of slavery and the maintenance of the Union—William H. Marden.

So it is a new battle which we are fighting; it has taken on a new impetus and a new spirit. The fight our great forefathers made for independence and for liberty, for the abolition of slavery, chattel slavery, for the maintenance of the Union of our country, all great battles in themselves, and where they laid down their work, the trade unionists have taken it up. And as they consecrated their rights for the attainment of the high hopes and aspirations for which they struggled, so the thoughtful, faithful, sincere trade-unionists start there. But ours is also an eligible, legitimate movement of the people, who are deprived of right and justice, and we are organized and are organizing still more strongly day after day. We will face the work with clear vision, standing shoulder to shoulder with our fellow workers here; and extending our fraternal hands to our brothers across the sea and across the land, moving on, on and on, careful as we make the impression of our step upon the path of time, but once that step is taken never receding except to make that step and that advance still more emphatic—slow, perhaps too slow for some impatient soul, but the fastest progress possible by the human family. We shall still continue helping to uplift our fellow workers, even those who turn their backs upon us—they cannot separate themselves from us, with our consent. We shall make every effort to go forth in the highways and byways, into the factory, shop, mill and mine, and plead the cause of labor, of human justice. We shall carry to our fellow-workers words of hope and try to impress upon their minds the duty they owe to themselves, to their families, to their fellowmen of today, and the duty we all owe to those who come after us.

I cannot take up any more of the time; I have already spoken longer than I had intended. I can only again thank you, Mr. President of the Boston Central Labor Union, for the courtesies and welcome we have already received at your hands, and which still further await us at the hands of organized labor and the good people of Boston. I want you, if you can, to convey to all our hearty acknowledgment of all that has been done or may be done for us while we are here. We, in turn, can best manifest our appreciation by showing to the world our progress, and to our critics and opponents, that we deserve the good will of our fellow workers and our fellow citizens: that we are entitled to their confidence, and that we are logically and naturally working out the

greatest problem that has ever been presented for solution to the human family.

I beg also to thank you and the Central Labor Union for the very beautiful gavel and pedestal. I trust I may not have too frequent occasion to employ this emblem of authority. I shall certainly regard it as one of the valued souvenirs in a collection of gavels that I have had presented to me at the several conventions of the American Federation of Labor.

To you, fellow delegates, I beg to extend a very cordial and hearty welcome to this 23rd annual convention. Let us apply ourselves to the work in hand, with all the ability that we may have, with all the generosity that we can command, and bring to play that sympathetic co-operation for the attainment of the highest results in the interest of all our fellow workmen. To our friends, I will say that they are entirely welcome, and this includes those who are sincerely our friends, and those to whom that word is simply used as a formality.

Friends and opponents and critics, you are all entirely welcome. We only ask our friends to spread the thoughts and acts of sympathy among all others. For the thought—the thought is like a wave—and carries its influence whether we know it or not. To those who are indifferent, we ask special attention to the work in detail that we may do. And to our opponents, we ask you only this: For the time being, that you may be with us, try to free your minds from preconceived malice and prejudice, and judge as you would want to be judged, just simply upon our merits and demerits. I have no more to say.

Delegate Owen Miller, for the Committee on Credentials, made the following report:

To the Officers and Members of the Twenty-third Annual Convention of the American Federation of Labor:

Gentlemen: Your Committee on Credentials respectfully presents the following: We have examined the Credentials submitted and find delegates representing 101 National and International, 20 State Branches, 123 Central Bodies, 110 Local Trade and Federal Labor Unions, and 4 Fraternal Delegates as follows, and recommend that they be seated:

Actors' National Protective Union of America, James L. Barry, 11 votes.

International Association of Allied Metal Mechanics, John Mulholland, John E. Devlin, Edward Utting, 113 votes.

Journeymen Barbers' International Union, W. E. Klapetzky, Frank X. Noschang, R. O. Deason, 208 votes.

Bill Posters' and Billers' International Alliance of America, P. F. Murphy, 10 votes.

International Brotherhood of Blacksmiths, John Slocum, Robert B. Kerr, P. H. Cummins, 80 votes.

National Association of Blast Furnace Workers and Smelters, James McMahon, 15 votes.

Brotherhood of Rollermakers and Iron Shipbuilders, William J. Gilthorpe, John McNeill, Thomas H. Flynn, Ed. Fox, 178 votes.

International Brotherhood of Bookbinders, William J. Looney, James W. Dougherty, Robert D. Barrett, 81 votes.

Boot and Shoe Workers' Union, John F. Tobin, Collis Lovely, Gad Martindale, James F. Carey, 297 votes.

International Union of United Brewery Workmen, Louis Kemper, Otto Gaestel, Fred Zepp, Ed. F. Ward, 300 votes.

Brick, Tile and Terra Cotta Workers' Alliance, Charles Hank, Frank Butterworth, 55 votes.

Bridge and Structural Iron Workers, Frank Buchanan, Charles W. Winslow, Thomas McGovern, David Jennings, 160 votes.

United Brotherhood of Carpenters and Joiners, Frank Duffy, P. F. Duffy, Fred C. Wheeler, J. W. Slayton, George J. Bohnen, James F. Grimes, 1,090 votes.

Amalgamated Society of Carpenters and Joiners, William Fyfe, John Jackson, 45 votes.

Carriage and Wagon Workers' International Union, William McPherson, 49 votes.

International Wood Carvers' Association, of North America, John S. Henry, 24 votes.

International Association of Car Workers, A. T. Fish, 128 votes.

American Brotherhood of Cement Workers, F. C. Gengenback, O. A. Tveitmo, 55 votes.

Cigarmakers' International Union of America, Samuel Gompers, Thomas F. Tracy, J. M. Barnes, James Wood, 383 votes.

Retail Clerks' International Protective Association, J. R. O'Brien, Max Morris, Herman Robinson, J. H. Devine, A. B. Lobenburg, 500 votes.

United Cloth Hat and Cap Makers of North America, Maurice Mikol, 25 votes.

Coopers' International Union, James A. Cable, Andrew C. Hughes, 72 votes.

International Brotherhood of Electrical Workers of America, H. W. Sherman, Charles Nelson, Frank Estinghausen, George Burns, 183 votes.

International Union of Elevator Constructors, Frank Feeney, 21 votes.

National Brotherhood of Coal Hoisting Engineers, Mack Taylor, 9 votes.

International Union of Steam Engineers, John J. Glass, George V. Lighthall, Joseph F. Hammill, 142 votes.

International Brotherhood of Stationary Firemen, Timothy Healy, C. L. Shamp, John Kirlay, 143 votes.

International Union of Flour and Cereal Mill Employees, James E. Larkin, 21 votes.

Interior Freight Handlers and Warehousemen, Lawrence J. Curran, 43 votes.

United Garment Workers of America, Henry White, Ephraim Kaufman, Victor Altman, Walter Chuck, T. A. Rickert, 457 votes.

International Ladies' Garment Workers' Union, Herman Crossman, 30 votes.

Glass Bottle Blowers' Association of the United States and Canada, D. A. Hayes, Edgar A. Agard, 61 votes.

International Association of Glass House Employees, James H. Cunliffe, 6 votes.

Amalgamated Glass Workers' International Association, John J. Morris, 20 votes.

Glass Snappers' National Protective Association of America, James Towey, 9 votes.

Gold Beaters' National Protective Union of America, Jeremiah Cotter, 3 votes.

Granite Cutters' National Union, James Duncan, Thomas J. Lyons, William J. O'Brien, 94 votes.

United Hatters of North America, John A. Moffitt, John Phillips, James P. Maher, 85 votes.

International Hod Carriers' and Building Laborers' Union of America, Herman Lillen, John W. Smith, Peter Larsen, 83 votes.

International Journeymen Horseshoers of the United States and Canada, James Quinlivan, P. L. Lally, 44 votes.

Hotel and Restaurant Employees' and Bartenders' International, Robert A. Callahan, M. P. Scott, Fred B. Hobby, John B. Gunter, E. C. O'Connor, 391 votes.

Amalgamated Association of Iron, Steel and Tin Workers, Theodore J. Snaffer, Joseph W. Rutledge, John H. Richards, 150 votes.

International Union of Wood, Wire and Metal Lathers, Charles E. Langlands, Joann H. Stephens, 44 votes.

International Union of Shirt, Waist and Laundry Workers, W. O. Powell, Harry Buckley, 80 votes.

United Brotherhood of Leather Workers on Horse Goods, Jacob G. Huber, 48 votes.

Amalgamated Union of Leather Workers, John Roach, 36 votes.

International Longshoremen's Association, Daniel J. Keefe, Henry C. Barter, T. V. O'Connor, 400 votes.

International Association of Machinists, James O'Connell, James J. Creamer, George H. Warner, Arthur E. Ireland, John Haugmerstrom, 488 votes.

National Association of Machine Printers and Color Mixers, W. N. Drinkwater, 4 votes.

International Brotherhood of Maintenance of Way Employees, John T. Wilson, C. Boyle, A. B. Lowe, 87 votes.

International Association of Marble Workers, William J. Kelly, 12 votes.

Meat Cutters and Butcher Workmen of North America, M. Donnelly, Homer D. Call, C. E. Schmidt, H. L. Eichelberger, 253 votes.

Metal Polishers, Buffers, Platers and Brass Workers, E. J. Lynch, P. B. Downing, Nicholas Duttie, 123 votes.

International Association of Amalgamated Sheet Metal Workers, P. J. Downey, C. D. Wheeler, Harry C. Kurten, 126 votes.

United Metal Workers' International Union, C. O. Sherman, L. Kness, 87 votes.

Mine Managers' and Assistants' Mutual Aid Association, William Scaife, 4 votes.

United Mine Workers of America, John Mitchell, W. B. Wilson, John Fahy, John T. Dempsey, W. H. Haskins, W. D. Ryan, T. L. Lewis, 2,173 votes.

United Mineral Mine Workers of North America, Matt Wasley, 7 votes.

Iron Molders' Union of North America, Joseph F. Valentine, John P. Frey, John Bradley, M. F. Murphy, 300 votes.

American Federation of Musicians, D. A. Carey, Joseph N. Weber, Owen Miller, 140 votes.

International Brotherhood of Oil and Gas Well Workers, C. G. Fitzgibbon, 4 votes.

Brotherhood of Painters, Decorators and Paperhangers of America, J. C. Balhorn.

- M. P. Carrick, Fred J. Kneeland, M. Gilbertson, E. E. Hancock, 536 votes.
- United Brotherhood of Papermakers of America, George Mackey, James F. Fitzgerald, Peter Winn, 107 votes.
- Patternmakers' League of North America, James Wilson, 29 votes.
- International Piano and Organ Workers' Union of America, Charles Dold, Frank H. Murray, 65 votes.
- Plate Printers' Union of North America, Theo. A. Rooney, 9 votes.
- United Plumbers, Gasfitters, Steamfitters, etc., William J. Spencer, John S. Kelley, Russel R. Hunt, 152 votes.
- National Brotherhood of Operative Pottery, Frank Van Fossan, Harry Halles, 61 votes.
- Machine Textile Printers' Association of America, John A. Scott, 4 votes.
- International Printing Pressmen's Union, M. P. Higgins, J. Frank O'Hare, Daniel J. McDonald, 144 votes.
- National Print Cutters' Association of America, Ernest J. Dix, 3 votes.
- International Association of Railway Clerks, Dan W. Richmond, 13 votes.
- Amalgamated Association of Street and Electric Railway Employes, W. D. Mahon, C. O. Pratt, D. L. Dilworth, 256 votes.
- Order of Railroad Telegraphers, L. W. Quick, L. A. Tanquary, D. G. Ramsay, 95 votes.
- Amalgamated Rubber Workers' Union of America, Thomas J. Edwards, 10 votes.
- International Seamen's Union of America, William Penje, William H. Frazier, Andrew Furuseth, 159 votes.
- Shipwrights, Joiners and Caulkers of America, John Keyes, 26 votes.
- International Slate and Tile Roofers' Union of America, William C. Cornish, 8 votes.
- Cotton Mule Spinners' Association, Samuel Ross, 25 votes.
- Theatrical Stage Employes' International Alliance, Philip Kelly, Lee M. Hart, 45 votes.
- International Stereotypers' and Electrotypers' Union, George W. Williams, 21 votes.
- Stove Mounters' International Union, George S. Schwab, 16 votes.
- International Union Tackmakers, A. E. Lincoln, 1 vote.
- Journeyman Tailors' Union of America, John B. Lennon, R. N. Qualey, George Sangster, 138 votes.
- International Brotherhood of Teamsters, J. B. Barry, Daniel Furman, Emmet Flood, Joseph Cote, F. A. Markey, 320 votes.
- Textile Workers of America, James Tansy, Albert Hibbert, Thomas O'Donnell, 150 votes.
- International Tin Plate Workers' Protective Association of America, George Powell, 18 votes.
- International Brotherhood of Tip Printers, C. Harvey Franke, 2 votes.
- International Union Tobacco Workers, Henry Fischer, Anthony McAndrews, 52 votes.
- International Union of Travelers' Goods and Leather Novelty Workers, Edward Carr, 16 votes.
- International Association of Tube Workers, John B. McDonough, 15 votes.
- International Typographical Union, James M. Lynch, William M. Garrett, M. S. Hayes, P. G. Nuernberger, Frank Morrison, 435 votes.
- Upholsterers' International Union of North America, Anton J. Engel, 25 votes.
- Elastic Goring Weavers' Amalgamated Association, Charles Hunter, 1 vote.
- American Wire Weavers' Protective Association, John F. Curley, 3 votes.
- Amalgamated Wood Workers' International Union of North America, Thomas I. Kidd, D. D. Mulcahy, Richard Braunschweig, Charles F. Gebelein, 273 votes.
- Alabama State Federation of Labor, D. W. Williams, 1 vote.
- Connecticut Federation of Labor, J. A. Beals, 1 vote.
- Georgia State Federation of Labor, Jerome Jones, 1 vote.
- Illinois State Federation of Labor, Thomas L. Hughes, 1 vote.
- Indiana State Federation of Labor, Edgar A. Perkins, 1 vote.
- Iowa State Federation of Labor, John P. White, 1 vote.
- Massachusetts State Branch of the American Federation of Labor, Patrick Mahoney, 1 vote.
- Michigan State Federation of Labor, Francis Eldew, 1 vote.
- Minnesota State Federation of Labor, M. E. Neary, 1 vote.
- New Hampshire State Federation of Labor, Charles J. McLaughlin, 1 vote.
- New Jersey State Federation of Labor, Thomas J. McHugh, 1 vote.
- New York State Workmen's Federation of Labor, E. W. Leonard, 1 vote.
- Ohio State Federation of Labor, Frank Poplowsky, 1 vote.
- Oregon State Federation of Labor, H. C. Gurr, 1 vote.
- Pennsylvania State Federation of Labor, C. F. Quinn, 1 vote.
- Porto Rico Federation of Workmen, Eugenio Sanchez Lopez, 1 vote.
- Rhode Island State Federation of Labor, George B. Sullivan, 1 vote.
- Tennessee Federation of Labor, A. E. Hill, 1 vote.
- Utah Federation of Labor, Robert E. Currie, 1 vote.
- Vermont Branch of American Federation of Labor, B. F. Healey, 1 vote.
- Atlanta Federation of Trades, Atlanta, Ga., J. W. Bridwell, 1 vote.
- Altoona (Pa.) Central Labor Union, Louis Casey, 1 vote.
- Athol (Mass.) Central Labor Union, Patrick J. Murphy, 1 vote.
- Anniston (Ala.) Trades Council, Lee Ferguson, 1 vote.
- Augusta, Hallowell and Gardner (Me.) Central Labor Union, Wilbur P. Cummings, 1 vote.
- Baltimore (Md.) Federation of Labor, Edward Hirsch, 1 vote.
- Batavia (N. Y.) Central Labor Union, John Spittal, 1 vote.
- Birmingham (Ala.) Trades Council, H. A. Markey, 1 vote.
- Boise (Idaho) Federated Trades and Labor Council, Frank C. Simmons, 1 vote.
- Boston Central Labor Union, Dennis D. Driscoll, 1 vote.
- Bradford Trades Assembly (Pa.), George E. Thomas, 1 vote.
- Bristol (Conn.) Central Labor Union, Michael F. Daly, 1 vote.

Brockton (Mass.) Central Labor Union,  
 Joseph Kelley, 1 vote.  
 Buffalo (N. Y.) United Trades and Labor  
 Assembly, John Coleman, 1 vote.  
 Chelsea (Mass.) Central Labor Union,  
 Dennis J. Scully, 1 vote.  
 Chicago Federation of Labor, William G.  
 Schardt, 1 vote.  
 Chicago Heights (Ill.) Trades and Labor  
 Assembly, M. B. Elmer, 1 vote.  
 Cincinnati Central Labor Council, John  
 Hasselbeck, 1 vote.  
 Connellsville (Pa.) Trades and Labor  
 Council, Thos. J. Collins, 1 vote.  
 Clinton (Iowa) Tri-city Labor Congress,  
 G. C. Campbell, 1 vote.  
 Colorado Springs (Colo.) Federated  
 Trades Council, Anthony W. Fossberg, 1  
 vote.  
 Cumberland (Md.) Trades Council, Harry  
 Irwin, 1 vote.  
 Cuyahoga County (Ohio) Trades and La-  
 bor Council, Thomas Moore, 1 vote.  
 Danbury (Conn.) Central Labor Union,  
 P. D. Scollin, 1 vote.  
 Davenport (Iowa) Trades and Labor As-  
 sembly, W. H. Hitchcock, 1 vote.  
 Dennison (Texas) Labor Trades Council,  
 H. C. Fuller, 1 vote.  
 Denver (Colo.) Trades and Labor As-  
 sembly, S. G. Fosdick, 1 vote.  
 Detroit (Mich.) Council of Trades and  
 Labor Unions, David Jones, 1 vote.  
 Durham (N. C.) Central Labor Union, W.  
 H. Clay, 1 vote.  
 East Liverpool (Ohio) Trades and Labor  
 Council, John Reark, 1 vote.  
 Elgin (Ill.) Trades Council, Arthur Ken-  
 ney, 1 vote.  
 Erie (Pa.) Central Labor Union, James  
 J. Reid, 1 vote.  
 Galesburg (Ill.) Trades and Labor As-  
 sembly, Mrs. Nellie D. Parker, 1 vote.  
 Geneva (N. Y.) Federation of Labor,  
 William Graney, 1 vote.  
 Glens Falls (N. Y.) Trades and Labor  
 Assembly, W. A. Woods, 1 vote.  
 Gloucester (Mass.) Central Labor Union,  
 John Sinclair, 1 vote.  
 Greenfield (Mass.) Central Labor Union,  
 H. E. Flanagan, 1 vote.  
 Hamilton (Ohio) Co-operative Trades and  
 Labor Council, Owen J. Townsell, 1 vote.  
 Haverhill (Mass.) Central Labor Union,  
 Jeremiah Donovan, 1 vote.  
 Hudson County (N. J.) Central Labor  
 Union, Cornelius Ford, 1 vote.  
 Ilion (N. Y.) Trades Assembly, Frank  
 Laplant, 1 vote.  
 Independence (Kans.) Central Labor  
 Union, M. W. Curtis, 1 vote.  
 Indianapolis (Ind.) Central Labor Union,  
 Thaddeus S. Gurley, 1 vote.  
 Jackson (Miss.) Trades and Labor Coun-  
 cil, Rufus Keene, 1 vote.  
 Janesville (Wis.) Federated Trades Coun-  
 cil, T. J. McKelgue, 1 vote.  
 Jefferson City (Mo.) Central Labor  
 Union, H. F. Sarman, 1 vote.  
 Jeffersonville (Ind.) Central Labor Union,  
 Oscar H. Duffy, 1 vote.  
 Kansas City (Mo.) Industrial Council,  
 John T. Smith, 1 vote.  
 Keene (N. H.) Central Labor Union, Den-  
 nis W. Finn, 1 vote.  
 Lawrence (Mass.) Central Labor Union,  
 Robert S. Maloney, 1 vote.  
 Leavenworth (Kans.) Trades and Labor  
 Council, George Brandon, 1 vote.  
 Leominster (Mass.) Central Labor Union,  
 Edwin R. Stuart, 1 vote.  
 Lockport (N. Y.) Central Labor Union,  
 William J. Nugent, 1 vote.  
 Los Angeles (Calif.) Council of Labor,  
 Francis Drake, 1 vote.  
 Lowell (Mass.) Trades and Labor Coun-  
 cil, John Barrett, 1 vote.  
 Lynn (Mass.) Central Labor Union, Ed-  
 ward Cohen, 1 vote.  
 Manchester (N. H.) Central Labor Union,  
 Dennis E. O'Leary, 1 vote.  
 Malden (Mass.) Central Labor Union,  
 Patrick J. Powell, 1 vote.  
 Marietta (Ohio) Trades and Labor As-  
 sembly, Frank Henry, 1 vote.  
 Mayaguez (Porto Rico) Central Labor  
 Union, Abraham Pena, 1 vote.  
 Meadville (Pa.) Central Labor Union,  
 John Browning, 1 vote.  
 Milwaukee (Wis.) Trades Council, James  
 Sheehan, 1 vote.  
 Mobile (Ala.) Central Labor Union, Wal-  
 ter D. Allmon, 1 vote.  
 Mobile (Ala.) Central Trades Council,  
 Joseph L. Allabough, 1 vote.  
 Montpelier (Vt.) Central Labor Union,  
 W. D. Jones, 1 vote.  
 Montreal (Can.) Trades and Labor Coun-  
 cil, Joseph Amey, 1 vote.  
 Murphysboro (Ill.) Trades Council, Henry  
 Wolf, 1 vote.  
 Newark (N. J.) Essex Trades Council,  
 Henry J. Gottlob, 1 vote.  
 New Britain (Conn.) Central Labor  
 Union, Dennis O'Keefe, 1 vote.  
 New Brighton (Pa.) Central Labor  
 Union, Theodore Feltus, 1 vote.  
 Newburyport (Mass.) Central Labor  
 Union, Frank H. Davis, 1 vote.  
 New Orleans (La.) Central Trades and  
 Labor Council, Patrick Welsh, 1 vote.  
 New Orleans (La.) Central Labor Union,  
 James E. Porter, 1 vote.  
 Newport (R. I.) Central Labor Union,  
 James B. Edwards, 1 vote.  
 New York (N. Y.) Central Federated  
 Union, J. Holland, 1 vote.  
 Norfolk (Va.) Central Labor Union,  
 George H. Largay, 1 vote.  
 Norwich (Conn.) Central Labor Union,  
 John T. Hinchey, 1 vote.  
 Onelda (N. Y.) Central Trades and Labor  
 Assembly, F. B. Tully, 1 vote.  
 Ottawa (Ill.) Trades and Labor Assem-  
 bly, George E. Whitney, 1 vote.  
 Parkersburg (W. Va.) Trades and Labor  
 Council, J. H. Nightingale, 1 vote.  
 Pawtucket (R. I.) Central Trades and  
 Labor Union, Michael Donovan, 1 vote.  
 Peoria (Ill.) Trades and Labor Assembly,  
 Robert A. McKee, 1 vote.  
 Petaluma (Calif.) Central Labor Union,  
 Jno. G. Lawler, 1 vote.  
 Philadelphia (Pa.) Central Labor Union,  
 Ernest Kreft, 1 vote.  
 Pittsburgh (Pa.) Central Trades Coun-  
 cil, A. M. Schwartz, 1 vote.  
 Port Jervis (N. Y.) Central Labor Union,  
 Hamilton Hulse, 1 vote.  
 Portland (Me.) Central Labor Union,  
 Franklin H. Hatch, 1 vote.  
 Portsmouth (N. H.) Central Labor  
 Union, Francis H. Thompson, 1 vote.  
 Poughkeepsie (N. Y.) Trades and Labor  
 Council, Harvey C. Neal, 1 vote.  
 Providence (R. I.) Central Trades and  
 Labor Union, Peter F. Bowen, 1 vote.

- Richmond (Va.) Central Trades and Labor Council, John M. Ryall, 1 vote.  
 Rock Island (Ill.) Tri-City Labor Congress, Edward C. Berry, 1 vote.  
 Rockland (Mass.) Central Labor Union, James F. Kane, 1 vote.  
 Rome (Ga.) Central Labor Union, J. J. Holloway, 1 vote.  
 Rumford Falls (Me.) Central Labor Union, John S. Dodd, 1 vote.  
 Rutland (Vt.) Central Trades and Labor Council, John W. Arvidson, 1 vote.  
 Salem (Mass.) Central Labor Union, R. C. Schneider, 1 vote.  
 San Antonio (Texas) Trades Council, James P. Broderick, 1 vote.  
 San Francisco (Calif.) Labor Council, Walter MacArthur, 1 vote.  
 Sault Ste. Marie (Mich.) Trades and Labor Council, M. J. McKelvey, 1 vote.  
 Savannah (Ga.) Trades and Labor Assembly, William S. Harris, 1 vote.  
 Schnectady (N. Y.) Trades Assembly, Fred W. Burman, 1 vote.  
 Scranton (Pa.) Central Labor Union, Dominick Dempsey, 1 vote.  
 Sharon (Pa.) United Labor League, E. R. Clark, 1 vote.  
 South Omaha (Neb.) Trades and Labor Council, Thomas J. Myler, 1 vote.  
 Springfield (Mass.) Central Labor Union, George E. Vincens, 1 vote.  
 Streator (Ill.) United Trades and Labor Council, D. G. Dewar, 1 vote.  
 St. Joseph (Mo.) Central Labor Council, W. D. Henderson, 1 vote.  
 St. Louis (Mo.) Central Trades and Labor Union, Richard Debarrey, 1 vote.  
 St. Paul (Minn.) Trades and Labor Assembly, Henry Feyder, 1 vote.  
 Stockton (Calif.) Federated Trades, A. L. Cowell, 1 vote.  
 Superior (Wis.) Trades and Labor Assembly, Charles A. Dolan, 1 vote.  
 Thompsonville (Conn.) Central Labor Union, Michael J. Connor, 1 vote.  
 Toledo (Ohio) Labor Union, Peter J. Doll, 1 vote.  
 Trenton (N. J.) Central Labor Union, James A. Savadge, 1 vote.  
 Troy (N. Y.) Central Federation of Labor, Michael Muldoon, 1 vote.  
 Waltham (Mass.) Central Labor Union, Michael J. O'Connor, 1 vote.  
 Washington (D. C.) Central Labor Union, Edward J. Roche, 1 vote.  
 Washington (Pa.) Central Labor Assembly, Henry Sabel, 1 vote.  
 Wilkesbarre (Pa.) Central Labor Union, Chas. Lavin, 1 vote.  
 Worcester (Mass.) Central Labor Union, Thos. F. Harney, 1 vote.  
 Yonkers (N. Y.) Federation of Labor, Godfrey Lehner, 1 vote.  
 Vallejo (Cal.) Trades and Labor Council, J. B. Dale, 1 vote.  
 Trades and Labor Congress of Canada, Jas. Simpson, Fraternal Delegate.  
 Asphalt Pavers' Union, No. 10513, Theo. Payne, 1 vote.  
 Briar Wood Smoking Pipe Makers' Union, No. 10,566, Joseph Kuhn, 1 vote.  
 Brush Workers' Union, No. 11274, George Tyson, 1 vote.  
 Button Workers' Protective Union, No. 8789, Henry Hitchcock, 1 vote.  
 Cigar Factory Tobacco Strippers, No. 8156, Rosa Scully, 2 votes.  
 Cloth Examiners' Protective Association, No. 8395, A. Rosenbaum, 1 vote.  
 Cloth Spongers' and Refinishers' Union, No. 9100, Michael Brayer, 1 vote.  
 Coachmen and Stablemen's Union, No. 6327, William F. Henderson, 1 vote.  
 Cotton Yard Men Benefit Association, No. 9143, Isom G. Wynn, 1 vote.  
 Cutting Die Workers, No. 10583, G. H. Gosline, 1 vote.  
 Die Workers' Union, No. 10355, Alfred Paterson, 1 vote.  
 Drain Layers and Helpers, No. 10335, John Cardiff, 1 vote.  
 Drillers' and Tappers' Union, No. 9800, William White, 1 vote.  
 Excavators' Protective Union, No. 10630, Tito Pacelli, 9 votes.  
 Federal Labor Union, No. 6482, G. A. Hoehn, 1 vote.  
 Federal Labor Union, No. 7087; Foundry Employes, No. 9617; Livery Stable Employes, No. 8529; and Nail Mill Employes, No. 9987, James Borden, 4 votes.  
 Federal Labor Union, No. 7386, John B. Swift, 1 vote.  
 Federal Labor Union, No. 8073, Wm. N. Burton, 1 vote.  
 Federal Labor Union, No. 8198, Charles P. Lynch, 1 vote.  
 Federal Labor Union, No. 8279, Michael D. Collins, 1 vote.  
 Federal Labor Union, No. 8532, E. S. Gettle, 1 vote.  
 Federal Labor Union, No. 8962, Daniel Dinneen, 1 vote.  
 Federal Labor Union, No. 9325, Albert Hodges, 1 vote.  
 Federal Labor Union, No. 9465, Fred C. Mallery, 2 votes.  
 Federal Labor Union, No. 9492, W. A. Reed, 1 vote.  
 Federal Labor Union, No. 9575, Thomas Casey, 2 votes.  
 Federal Labor Union, No. 9636, John E. Dervin, 2 votes.  
 Federal Labor Union, No. 9686, F. C. Turnt, 1 vote.  
 Federal Labor Union, No. 9985, J. L. Gilpin, 1 vote.  
 Federal Labor Union, No. 9986, J. M. Butler, 1 vote.  
 Federal Labor Union, No. 9970, W. M. Faulkerson, 1 vote.  
 Federal Labor Union, No. 10091, John A. Cooper, 1 vote.  
 Federal Labor Union, No. 10121, W. B. Schmatterlee, 1 vote.  
 Federal Labor Union, No. 10190, Thomas V. Studd, 1 vote.  
 Federal Labor Union, No. 10241, William Marsh, 1 vote.  
 Federal Labor Union, No. 10472, J. R. Page, 1 vote.—owe for Aug. and Sept.  
 Federal Labor Union, No. 10518, William Bankow, 1 vote.  
 Federal Labor Union, No. 10547, P. W. Tussiny, 1 vote.  
 Federal Labor Union, No. 10581, P. McLaughlin, 1 vote.  
 Federal Labor Union, No. 10600, Fred Gascoyne, 2 votes.  
 Federal Labor Union, No. 10651, Clarence E. Madden, 1 vote.  
 Federal Labor Union, No. 10964, W. Charles Kidd, 3 votes.  
 Federal Labor Union, No. 11311, Ernest J. Graham, 1 vote.



Federal Labor Union, No. 11319, Oscar Morlin, 1 vote.  
 Federal Labor Union, No. 11413, John W. Anderson, 1 vote (no credential).  
 Fish Skinners', Cutters' and Handlers' Union, No. 9582, John P. Field, 1 vote.  
 Architectural Foundry Molders' and Helpers' Union, No. 7413, Geo. Bechtold, 1 vote.  
 Foundry Workers' Union, No. 9938, Michael Doran, 3 votes.  
 Foundry Helpers' Union, No. 10012, John F. Gillooley, 3 votes.  
 Foundrymen's Union, No. 10110, Richard Walshe, 1 vote.  
 Foundrymen's Helpers' Union, No. 10387, Frank McCardle, 1 vote.  
 Foundry Laborers' Union, No. 11236, Patrick F. Tobin, 1 vote.  
 Furniture Packers' Protective Union, No. 10690, James Brady, 1 vote.  
 Granitold Cement Concrete Workers' Union, No. 8172, August Butte, 4 votes.  
 Hospital Employees Association, No. 10725, O. L. Murrell, 1 vote.  
 Hospital Nurses' and Employees' Union, No. 10850, Herbert J. Feehan, 1 vote.  
 House Shorers' and Movers' Union, No. 7417, Francis Creamer, 1 vote (owe Sept.).  
 Insulators and Asbestos Workers, No. 6918, Andrew Caldwell, 1 vote.  
 Laborers' Protective Union, No. 9290, William E. Miles, 1 vote.  
 Laborers' Protective Union, No. 9545, M. McLeod, 1 vote.  
 Laborers' Protective Union, No. 9558, Joseph E. King, 2 votes.  
 Laborers' Protective Union, No. 9756, George H. Turner, 4 votes.  
 Laborers' Protective Union, No. 10191, William G. Hapgood, 1 vote.  
 Laborers' Protective Union, No. 10295, James J. Mills, 1 vote.  
 Laborers' Protective Union, No. 10829, D. W. Roderick, 2 votes.  
 Laborers' Protective Union, No. 11223, James Kelly, 1 vote.  
 Laborers' Protective Union, No. 11277, Thomas Dillon, 1 vote.  
 Last Makers' Union, No. 9269, Stephen F. Haskell, 1 vote.  
 Last Makers' Union, No. 9771, James A. Armstrong, 1 vote.  
 Lumbermen's Protective Union, No. 10-180, John Bowler, Sr., 1 vote.—Owe for Sept.  
 Mattress Makers' Union, No. 9493, Nicholas P. Ludwig, Jr., 1 vote.  
 Mattress Makers' Union, No. 6899, Jas. P. Derrigan, 1 vote.  
 Messenger Boys' Protective Union, No. 11252, Charles J. Keenan, Jr., 1 vote.  
 Millwrights' and Machinery Erectors' Union, No. 7473, T. M. Coyle, 1 vote.  
 Newsboys' Protective Union, No. 9077, N. S. Sodekson, 1 vote.  
 Paper Box Makers' Union, No. 10154, George B. Hillard, 2 votes.  
 Paste Makers' Union, No. 10567, John L. Damozonio, 1 vote.  
 Paving Department Workers' Union, No. 6751, James F. Timilty, 1 vote.  
 Pearl Workers' Union, No. 11224, William Cooper, 1 vote.  
 Picture Frame Workers' Union, 10361, John Russel, 5 votes.  
 Plate Engravers, No. 9003, American Society of, Louis A. Hill, 1 vote.

Plate Glass Workers' Union, No. 11365, John Christoffer Delgle, 1 vote.  
 Postoffice Clerks' Union, No. 8703, L. J. Niemchesky, 3 votes.  
 Preserve Makers' and Helpers' Union, No. 11242, Luke H. Gately, 1 vote.  
 Rag Selectors' Union, No. 9932, A. Rosenfield, 1 vote.  
 Riggers' Protective Union, No. 10315, Joseph O. White, 1 vote.  
 Rolling Mill Helpers' and Laborers' Union, No. 10145, Thomas M. Freeman, 1 vote.  
 Sall Makers' Protective Union, No. 8232, Robert S. Maloney, 1 vote.  
 Sandstone Quarry Workers' Union, No. 8961, William Smith, 1 vote. (Notified to join Int'l.)  
 Sanitary and Street Cleaning Union, No. 6064, Joseph P. Downing, 1 vote.  
 Scale Workers' Protective Union, No. 7592, Peter Mullee, 2 votes.  
 Slate Workers' Union, No. 10016, Edward F. Bolger, 2 votes.  
 Stable Employees' Union, No. 10041, J. H. Stanner, 3 votes.  
 Stablemen's Protective Union, No. 10663, Timothy Scott, 1 vote.  
 Smoking Pipe Makers' Union, No. 11402, Sigmund Lederer, 1 vote.  
 Stone Masons' Union, No. 7049, Julius Faller, 1 vote.  
 Straw Hat Operators' Union, No. 9591, E. W. Francis, 1 vote.  
 Straw Hat Operators' Protective Union, No. 9655, Kate Hutchinson, 1 vote.  
 Suspender Makers' Union, No. 9560, Charles Zimmerman, 2 votes.  
 Suspender Makers' Union, No. 10342, Benjamin Klein, 1 vote.  
 Tar, Felt and Waterproof Workers' Union, No. 7565, William H. Clark, 1 vote.  
 Tie Carriers' Union, No. 11202, E. L. Tarants, 1 vote.  
 Tobacco Salesmen's Union, No. 10494, J. G. Herr, 1 vote. (Owe for July, Aug. and Sept.)  
 Twine Workers' Union, No. 11122, Miss Margaret Bickler, 1 vote.  
 Watch Workers' Union, No. 6961, Thomas Dorcy, 6 votes.  
 Water Department Workers' Union, No. 6356, Lawrence E. Murphy, 1 vote.  
 Wholesale Clothing Stock Keepers' and Packers' Union, No. 11138, Isaac Sadler, 1 vote.

#### FRATERNAL.

British Trades and Labor Congress, William Mullen, James O'Grady.  
 Trades and Labor Congress of Canada, James Simpson.  
 Church Association for the Advancement of the Interest of Labor, Harriette Keyser.  
 The following credentials are protested:  
 Bakers' and Confectioners' International Union, John Guild, Matthew Steele, Emil Shaerer.  
 Burlington (Vt.) Central Labor Union, C. E. Jones.  
 Knoxville (Tenn.) Central Labor Union, J. B. Butcher.

OWEN MILLER, Chairman.  
 E. E. HANCOCK,  
 D. G. RAMSAY,  
 Committee.

President Gompers: You have heard the

report of the Committee on Credentials; what is the pleasure of the Convention?

Moved and seconded that the report be received.

Delegate C. O. Sherman of the United Metal Workers entered protest against delegates from the Bridge and Structural Iron Workers being seated.

Delegate Steele, representing Bakers' and Confectioners' International Union, asked for information in regard to protest against seating their delegation.

Delegate Owen Miller: There are one or two reasons with which I am not familiar. There is one objection that I do know of, and that is that the credentials are not properly signed.

Delegate Burns of the Electrical Workers: I would like to know the title under which the Street Railway Men's Association appear here by delegates?

Delegate Owen Miller: The Amalgamated Association of Street and Electric Railway Employes of America.

Delegate Burns: As a delegate representing the electrical workers I object and protest against that word "electric" appearing in the credentials. It has no business there.

The report of the Committee on Credentials was adopted unanimously.

President Gompers announced the following appointments: Assistant Secretary, Mr. Henry McMahon; Sergeant-at-Arms, Martin J. Joyce, and Messenger, Thomas J. Minahan.

Delegate McDonald moved that rules be suspended and the following resolution be adopted:

**RESOLVED**, That the delegates to this Convention be instructed when buying newspapers here in Boston to purchase them of members of the Newsboys' Union.

The rules were suspended and resolution adopted.

The following committees appointed by President Gompers were announced:

Distribution—Thomas I. Kidd, W. B. Wilson, George Warner.

Rules and Order of Business—L. A. Tanquary, F. J. Downey, M. Donnelly, E. J. Lynch, John Devine, C. O. Sherman, William J. Kelly.

Report of President—A. Furuseth, William M. Garrett, H. W. Sherman, M. F. Murphy, John A. Fahey, D. A. Carey, J. A. Cable.

Report of Executive Council—Edgar A. Agard, Collis Lovely, John Phillips, W. Macarthur, John Hammerstrom, John T. Wilson, Edgar A. Perkins.

Report of Secretary—Homer D. Call, P.

G. Nuernberger, Henry Fischer, P. Mahoney, C. L. Shamp, J. B. Barry, Albert Hibbert.

Report of Treasurer—Frank Duffy, Charles W. Winslow, Frank X. Noschang, John T. Dempsey, Robert E. Kerr, Ed. Fox, Charles Hank.

Resolutions—James Duncan, J. J. Creamer, Daniel J. Keefe, W. D. Ryan, John S. Henry, John P. Frey, John Slocum.

Laws—John B. Lennon, James Lynch, W. H. Haskins, John Mulholland, Max Morris, D. A. Hayes, F. M. Harzbecker.

Organization—James O'Connell, A. B. Loebenberg, Thomas H. Flynn, D. D. Driscoll, Louis Kemper, F. C. Wheeler, G. V. Lighthall.

Labels—James Wood, John R. O'Brien, Ed. F. Ward, Walter Chuck, John F. Tobin, James P. Mahar, Ed. Hirsch.

Grievances—John A. Moffitt, W. J. O'Brien, T. L. Lewis, M. Higgins, Max S. Hayes, W. H. Frazier, C. O. Pratt.

Local and Federated Bodies—William G. Schardt, Frank C. Simmons, E. W. Leonard, J. A. Beals, Jerome Jones, Frank Poplowsky, J. Holland.

Building Trades—William J. Spencer, Fred Kneeland, J. F. Grimes, Frank Buchanan, Thomas J. Lyons, O. A. Tveitmoe, Herman Lillien.

Education—John Mitchell, Joseph Valentine, Henry White, John Coleman, J. W. Dougherty, Theodore J. Shaffer, H. C. Barker.

President Gompers: Our friend George E. McNeill called my attention to a matter to which I shall entirely agree as to the appropriateness of the recognition on the part of this Convention, not only of the death of our comrade and friend and former treasurer of the American Federation of Labor, but also to the fact that the funeral services and burial will occur this afternoon at two o'clock, and that it will be most appropriate, at least, that we should pay some fitting tribute to his memory, and the suggestion is made to the Convention, authorizing the appointment of a committee of three to attend the funeral as the representatives of the American Federation of Labor. That suggestion is made for such action as the convention may care to take.

It was moved and seconded that a committee of three be appointed to attend the funeral. Agreed to.

President Gompers: The Chair will appoint upon that committee: Delegates John B. Lennon, treasurer of the American Federation of Labor; Collis Lovely of the Boot and Shoe Workers, and former colleague of Mr. Marden; and Mr. George E. McNeill.

Delegate Lennon: I move you that upon

the request of the Committee on Resolutions and the Committee on Grievances that the president be authorized to double the size of these committees. Adopted.

Delegate Mikol moved that a committee be appointed on boycotts. Adopted.

Adjourned at 12 o'clock to meet at 2 p. m.

## FIRST DAY—Afternoon Session.

President Gompers called the Convention to order at 2 p. m.

First Vice-President Duncan was called to the chair.

President Gompers commenced to read his report at 2 p. m. and finished reading it at five o'clock. The sentiments expressed therein were continually cheered by the delegates, and at conclusion applause was continued for several minutes.

The President's report was referred to the Committee on Distribution to be referred to the proper committees.

Secretary Morrison and Treasurer Lennon then read their reports, and each in turn was referred to the Committee on Distribution to be referred to their proper committees.

The Convention adjourned at 5:30 p. m.

## PRESIDENT GOMPERS' REPORT.

BOSTON, MASS., November 9, 1903.

*To the Officers and Delegates to the Twenty-third Annual Convention of the American Federation of Labor.*

## FELLOW TRADE UNIONISTS:

In historic grand old Boston, which gave and gives zest and life to the cause of human justice and human freedom; in Faneuil Hall, whose very walls echo and reverberate with the ringing eloquence of its bravest souls crying out for the right, for liberty, and for independence; in this sphere where men fought and bled and died that others might enjoy the privileges and rights denied to them, it is in keeping with the honorable traditions and revered memories of these surroundings and this sacred ground that representatives of the toiling masses of our country should in solemn conclave, and here in this hall made holy by its consecration to the rights of man, declare for and honorably and heroically carry to completion and full fruition the mission begun by the fathers of our Republic. Here where our fellow-workers inherit all the traits of intelligence, self-sacrifice, and heroism, and are as keen and active as any in our land in advocating and promoting the great cause for the uplifting of the toiling masses, it is meet that we counsel with them and take counsel from them.

In our day the only consistent, persistent, and aggressive movement to maintain the liberties of the people of our land now and for the future is the villified, yet noble and ennobling movement of organized labor.

The great good any movement has accomplished in the uplifting of the masses has never been accorded it during the militant stages of its achievement; and ours is not and can not be an exception. It must remain for the student and historian of the future to portray the struggles, the burdens, the heroism, the hopes, the aspirations, and marvelous achievements of our great movement. All we can do in our day is to keep on and on and on, true to our highest conception of duty, hence true to our fellows, consciously and confidently relying upon the future, unhampered by prejudice and sordid avarice, to accord our purposes, efforts, and achievements in the interest of humanity the proud place in history which they so justly deserve.

Permit me fraternally and sincerely to greet you and welcome you to this, the largest and most comprehensive gathering ever held of the representatives of the workers of our land. Upon you devolve grave responsibilities. Upon your deliberations a world of friends and opponents have their attention riveted. The toilers of our country expect and have the right to anticipate that you shall meet the great questions affecting their interests in a manner both intelligent and practical, and which shall redound to their permanent advantage. Our opponents will be glad to magnify or distort any shortcoming and utilize to Labor's injury any mistake made or false step taken. If we shall but devise the ways and means by which we may still further organize, unite, and federate our fellow-workers, secure for them more favorable conditions both in their employment and in their lives generally, we shall earn as well as deserve their good will and confidence; we shall overcome the obstacles in our path and advance steadily and surely to the goal of our high purposes, when man to man shall brothers be, "for a' that and a' that." With confidence in your intelligence and earnestness of purpose, and an abiding faith in the success of our movement and in its final triumph, this report is submitted for your respectful consideration.

## GROWTH AND DEVELOPMENT OF OUR MOVEMENT.

It is a source of gratification in which you will fully share that I am enabled to report that never in the history of the labor movement, in this or in any other country, or, for that, never in the history of any movement for the uplifting of the toiling masses, has there been such a uniform growth in the number of unions formed, or in the number of wage-workers becoming members of existing unions, as has transpired within the past year. From October 1, 1902, to September 30, 1903, we issued from the American Federation of Labor the following charters:

International Unions.....	20
State Federations.....	3
Central Labor Unions.....	171
Local Trade Unions and Federal Labor Unions.....	1,139
Total .....	1,333

Nineteen of these 20 international unions were organized and instituted by us from formerly affiliated chartered local unions, which accounts for the large number of charters of local unions surrendered to the American Federation of Labor during the past year.

Five international unions have amalgamated or merged into other international unions during the year. Since the close of the fiscal year, and not enumerated herein, one other important existing international union has become affiliated.

At the end of the fiscal year, October 1, 1903, we had affiliated to the American Federation of Labor—

International Unions.....	113*
State Federations.....	29
Central Labor Unions.....	549
Local Trade Unions and Federal Labor Unions.....	1,747

The gain in membership of our affiliated international unions and of the American Federation of Labor during the past fiscal year has been 442,100; the average membership upon which per capita tax was paid to the American Federation of Labor during the year was 1,465,800.

Of course, it is understood that the membership at the close of the fiscal year is much larger, by reason of the fact that our reports of the membership of affiliated organizations are based upon the average paid-up membership reported for the year, and the lesser number of the beginning of the year is subtracted from the increase during the latter part of the year, in order that the average may be struck. Then, again, it is well known that many local unions do not report to the international unions all the members upon their books. Particularly is this so where there exists any arrearage in payment of dues, while at the same time those holding traveling cards are scarcely ever enumerated.

Per capita was paid for the last month of the fiscal year, September, 1903, upon the following membership, 1,745,270.

The first convention of the Federation was attended by a number who were not favorably disposed toward either its formation or its success. It was a difficult task to protect the Federation from its enemies within as well without. Nineteen delegates appeared at the convention in 1882, only six international unions being represented. The years of struggle and sacrifices of these early days of our Federation may perhaps never be told or written, for with the confidence of the workers almost destroyed in organizations and men, they were either opposed or indifferent, and withheld their support. Looking back to those days of wavering friends, of secret and subtle opposition, with the hosts of labor disheartened and discouraged, and now viewing the splendid vantage to which we have gained, with the respect and confidence of our fellows who daily gather within the fold of unionism, it must instill deeply in the hearts and minds of all who are sincerely engaged in the movement for the uplifting of the masses, renewed courage, renewed energy, and renewed hope and confidence in that great cause with which we have the honor to be associated; and which, if I read the signs of the times correctly, with the earnestness, devotion, and increasing intelligence of our fellow-workers, is ultimately bound to triumph.

The wage-earners now stand in need of organization more than at any previous time in history. The wonderful improvements in machinery and in the tools of labor; the application of the great propelling forces of steam and electricity; the division, subdivision, and classification of labor; the tremendous energy and industry of our fellow-workers enormously increasing their productive power; these, together with concentration of wealth and industry, render it impossible for the individual toiler to safeguard either his interests, his rights, or his liberties, and makes essential the unity and federation for the well-being and progress of all.

The work we have accomplished in organizing our fellow-workers and securing improvements and advantages in all spheres of life is gratifying and is creditable to all who have participated; but this can not satisfy. It must give us greater energy and impetus to work on and on until we shall have brought within the beneficent fold of unionism all who earn their bread by the sweat of their brow and shall have eliminated the wrongs too long borne and obtained the rights too long denied.

### INDUSTRIAL ACTIVITY AND REACTION.

There are indications that the era of industrial activity which we have enjoyed during the past few years has reached its floodtide, in that there is now somewhat of a reaction. Already we see some contraction of industry by which workmen have been rendered idle. It is true that the change is not pronounced, but it is sufficiently evident for notice and deserves our consideration. More especially should this receive our attention since quite recently, acting upon the cue given by

\*The international unions have approximately 22,500 local unions.

our most pronounced antagonists, the capitalist press has endeavored to place upon our movement the responsibility for the industrial reaction. That the charge is untrue is fully capable of proof, and to which I shall refer later herein. But attention is called to the fact that when the reaction first made itself manifest one of the great newspapers of our country questioned the representative employers, business men, and financiers of America to make answer as to what in their judgment was its cause. Without attempting to enumerate the causes assigned by them for the industrial reaction, it is worthy of note that under the first impulse of honest expression of opinion, before the minds of any of them were perverted by those who always desire to shirk upon the shoulders of others the wrongs or the errors of which they themselves are guilty, I repeat, with unprejudiced and unperverted mind, not one among the thousands who answered held organized labor in the least responsible.

Of course, to the thinking, observing man the insinuation or charge will have no effect. We understand, as every student and intelligent trade unionist understands, that under our present economic system periods of industrial activity and stagnation are equally natural. That a reaction did not set in sooner, or that it has not become acute, is due more than any other cause to the organized labor movement.

Our movement has increased wages, shortened the hours of labor, and otherwise improved the conditions of the toilers; in other words, has made the workers greater consumers of the things that have been produced; and to this factor, supplemented by some organized method among intelligent employers, is due entirely the credit rather than the censure or blame.

The era of industrial activity has been maintained and prolonged for a longer period than any similar revival in the last forty years, while its reaction has thus far been attended with less severity and is in itself less intense than similar reactions heretofore. These industrial conditions are not due to any particular phenomenon. They have their cause and effect exactly as have the tides, attraction and repulsion, and the law of gravitation.

In countries where the economic conditions of the workers remain stationary or substantially so, the greatest degree of poverty and misery always obtains, while, at the same time, industry and commerce know no progress, and are carried on under primitive conditions. Of course this is not cited as an indication that more improved conditions than even ours can not obtain when a normal and better economic life shall have been inaugurated, but it rather demonstrates the fact that industrial and commercial reaction can not by any specious argument be traced to the movement that tends to increase the consuming power of the wage-earners.

As a matter of fact, the greater the power of consumption of the great mass of workers, the larger their wants, the higher is their standard of life, the greater the degree of industrial and commercial prosperity. Indeed, the constant growth in the wants and demands of the masses gives to industry and commerce an impetus and progress they can receive in no other way.

At this time it is difficult to foresee the extent to which the industrial reaction may reach, although it is quite evident that, for the reasons already stated, it is not likely to become so prolonged or so intense as previous industrial stagnations or crises. Yet it is well for us to view the situation as it is, and as it may become, and to consider calmly the course which we should pursue to meet it. To do this intelligently it will be helpful to consider the policy pursued by employers during similar periods in the past, a policy which here and there is now advocated; a policy which has proven not only injurious but perverse of the very purpose for which it was inaugurated. I refer to the policy of reducing wages as a means to tide over, or emerge from, industrial depression. In the past this has been resorted to, and, owing to the comparative lack of organization among the working people and also their comparative inability to resist, they were compelled to accept it, with the result that their consuming power was lessened, throwing still more workmen out of employment, rendering the situation still more acute, and thus still further prolonging the period of the crisis.

It is the height of economic un wisdom to curtail the consuming power of the masses as a means to industrial revival or prosperity.

No industry, no country, has ever become great, or ever can become great, founded upon the poverty of its workers.

While I do not know to what extent our declarations and suggestions may influence employers generally in the effort to dissuade them from pursuing the unwise and uneconomic fallacy of wage reductions, yet a clear sense of duty must prompt us to make our position upon this question clear and comprehensive. If we shall fail to convince them as to the course which they should, or rather the course which they should not, pursue in regard to the effort to reduce wages, we will at least have the consciousness of having done our duty in the premises, and so to shape our own course as will meet the situation emphatically and unmistakably.

The working people should resist any attempt to reduce their wages or to increase their hours of labor.

We are better organized and better prepared to resist encroachments upon our condition than ever before; and, if perchance some of our efforts may be lost, it is better to resist and lose than not to resist at all; for to complacently accept a reduction in wages is simply to invite its repetition while it enfeebles our ability to resist further efforts in the same direction.

In former periods of industrial stagnation employers often accompanied their wage reductions with discharges of some workmen, and then, as an inducement to those retained, suggested that they increase their hours of labor to, as they put it, "make up the loss." In other words, those discharged, being a menace both to the conditions of employment, as well as the employment itself, were utilized as a means to further reduce wages and impose more onerous conditions, while the increased hours of labor of those employed further accentuated and made acute the industrial situation.

Surely, it is not rational to suggest, for the relief of an over-stocked or glutted market, that the workers shall curtail their power of consumption and then work longer hours to increase production. I submit that the policy of the labor movement is wiser and has in it the means to the sooner restore industrial activity and bring about its revival.

We urge as a way out that wages be maintained, even if necessary, to resist reductions; that as a substitute for discharges of workmen, the work to be performed be divided, thus not only helping to bear each others' burdens, but more quickly to restore activity in industry, trade, and commerce.

### STRIKES, AND FUNDS AS A PREVENTATIVE.

During the year a considerable number of strikes occurred. From reports made to our office, compiled and enumerated in the secretary's report, it will be observed that the gains achieved in the interests of our fellow-workers were considerable—advances in wages, reductions in hours of labor, and improvements in other respects—and that but comparatively few of the strikes inaugurated were defeated in the objects sought. Much of the expenditures reported because of strikes were made during last year. It will be observed, too, by reference to the table that many organizations have gained large advantages while they have expended infinitesimally small amounts. These are particularly attributable to the organizations referred to having accumulated funds and systems of beneficial features which have given them such stability and resourcefulness that employers were more willing to concede reasonable and fair demands rather than at the outset risk losses which they know result from long drawn-out contests.

In connection with this subject, I at this time desire to again impress upon the minds of my fellow-unionists the necessity of the payment of higher dues, the establishment of benefits, and the accumulation of reserve funds in the trade unions. These would not only be available in strikes which might occur, but they will be more potent in preventing them. Many organizations seem to believe that they will be immune from attacks, only to find themselves in the midst of an industrial conflict threatening their very existence.

You who know me can not for a moment imagine that I am either pessimistic or that I lose courage. I am anxious, however, that we shall have the largest amount of success during periods of industrial activity, and not be compelled to recede an inch during any industrial reaction; that our organizations shall be strong enough in members, influential enough in solidarity, and powerful enough in financial resources so that we can successfully refuse to bear the burdens of the incompetency or avarice of some of the captains of industry and other employers.

It seems to me that it is wiser to risk the slower growth of our organizations, or even the loss of some members in times of industrial activity, than it is to invite discouragement and enfeeblement of the members as a result of defeat in contests.

More strikes are avoided and averted by thorough organization and preparation for them than by any other known means.

There is a most erroneous impression prevalent regarding losses occasioned by strikes, to which attention is invited. Of course, it is true that a strike involves the loss of work and wages for the time being, but there has not one strike occurred but it has been followed by greater activity in the trade. In other words, the time for the performance of the work and the payment of the wages has been deferred; that is, that the stoppage in the trade has been made to suit the convenience and the purpose of the workmen, rather than the convenience and purpose of the employer.

A strike involving wages, hours, and other conditions of employment, even if temporarily defeated in the attainment of the immediate purpose, has always checked greater invasion on the part of the employers, or has paved the way for the ultimate achievement of the object sought by the workmen.

Taking the strike as an economic or social factor, it has never lost. For men contending against deterioration or for improvement, if, say, they lose the strike, what occurs?

Those occupying a higher material condition do not displace those engaged in the contest. If they are displaced at all it is by those whose conditions are poorer or are unemployed, and, taking the worst view of the situation, it has been merely a change of personnel of those occupying the relative positions.

But the truth is, and the entire history of industry has demonstrated it to be a fact, that the workers who have intelligence and manhood enough in their makeup to contend against the imposition of poorer, or to strike for better conditions, never go down in the economic scale.

In other words, though the workmen may be defeated in the immediate contest, their character, perseverance, and ability always make for the next highest rung in the industrial ladder.

#### AGREEMENT—CONCILIATION—ARBITRATION.

And yet conscious of these facts, I realize that some strikes may be mistakes and hurtful, since the maintenance of industrial tranquillity, when reinforced by thorough and intelligent organization of the workers, may accomplish much greater success on the road to the wage-earners' material improvement.

It is for these reasons, as well as to maintain industrial peace, agreement with our employers for the establishment of more rightful relations between us, that we advocate and stand for conciliation and arbitration before a resort to the strike.

#### LOCAL STRIKES—DEFENSE FUND.

Since the inauguration of our defense fund the local unions directly affiliated to the American Federation of Labor, 1,747, have had all their various trade disputes come under my immediate administration and attention. This has entailed a vast increase of duties, for each dispute contemplated or inaugurated had to receive my direct consideration. Much of this work would be unnecessary were the unions better informed regarding the law governing the defense fund. Ninety per cent of the controversies that have arisen were by reason of demands for an increase of wages. In some instances the controversies have been due to the antagonism of the employers toward the organization of their employees. In most of these cases the prompt appearance of an A. F. of L. representative upon the scene of trouble brought about an adjustment beneficial to the union. Everything possible has been done to avert strikes and to secure amicable settlements.

The largest number of applicants were barred from receiving benefits from the defense fund by reason of the non-existence of the union for the required period of time, that is, one year before the application was made, while some have been barred because of their entrance upon strikes before making application and thus depriving the American Federation of Labor from making an effort at adjustment without a recourse to strike. The following unions have received benefits from the defense funds:

Pipe Caulkers and Tappers No. 7348.....	\$208
Neckwear Cutters No. 6939.....	1,080
Laborers' Protective No. 7458.....	1,116
Laborers' Protective No. 9147.....	556
Steel Cabinet Workers No. 7294.....	1,236
Japanners and Finishers No. 9069.....	284
Tackmakers No. 8557.....	248
Hod Carriers and Building Laborers .....	250
Cement Workers No. 10762.....	200
Laborers' Protective No. 9030 .....	200
Laborers' Protective No. 9756 .....	500
Laborers' Protective No. 8724 .....	600
Egg Candler and Poultry Handlers No. 9497.....	112
Quarrymen No. 9723 .....	100

Thus making the total amount expended from the  
defense fund.....\$6,680

The defense fund has been of advantage to the local unions because of the fact that employers, knowing that there is such a fund, were constrained to listen to and grant the demands of the unions; whereas, without this fund, they would know that the members of the unions were practically at their mercy and would not have granted so many and favorable demands without a controversy, which might have meant defeat and disorganization. Then again, the defense fund has



acted as a balance, keeping the unions within the bounds of reason, securing adjustments without the necessity of strikes, and enforcing on the attention of the locals the necessity for complying with the laws of the American Federation of Labor as well as using their own best efforts to build up and strengthen their own local unions. In a few instances where these strikes have been lost, the men and the unions have gained in prestige in the opinion of both their employers and the public.

In regard to the defense fund I would recommend the following amendments:

Section 5 should be so changed that all payments to the unions from the defense fund should be to the bonded officer or officers of the local unions instead of as at present, to the president and secretary. This would protect not only the members of the union against the possibility of dishonesty on the part of the officers, but would also protect the defense fund.

This section should also be amended so as to require the local unions to have one or more of their officers bonded as a condition of being eligible to assistance from the defense fund.

Some addition to the law should be made governing lockouts, giving the President and Executive Council authority to pay benefits from the defense fund when a lockout has not been provoked, when the merits of the lockout warrant such payment; for it is evident that often an unprovoked lockout can not be reported before it has been enforced. Lockouts should be clearly defined.

Some changes should be made in the phraseology of section 2 of the law as to when a strike has been "recognized" by the president. As soon as a union has notified me that it anticipates or is on a strike and I have either written an answer or sent a representative, it has been often regarded that the strike was "recognized" and the claim for benefit made regardless of the other provisions of the law which prohibited allowance of the claim.

The defense fund should be maintained and safeguarded in such a manner that it will be of the utmost benefit to the local unions in their efforts to obtain better conditions, economic and social. The defense fund is not only a help to the local unions in time of need, but it is the means of educating the members to the true principles of unionism; that organization stands for the betterment of the laboring classes, without taking away from any man that which honestly and rightly belongs to him, and it will serve to educate the employing classes to the fact that labor has certain inalienable rights which must be respected, through the fact that this defense fund makes it possible for the local unions to contend for their rights.

I have endeavored to administer the law faithfully, sympathetically, and yet scrupulously, conscious that unless the local unions felt assured that their rights were vouchsafed in time of need they would appeal to some future convention for the entire obliteration of the defense fund.

#### JURISDICTION DANGER.

It becomes my painful duty to again call attention to the very grave danger which confronts our movement by reason of the internecine strife due to the conflicting claims to jurisdiction. Owing to the acuteness of this question last year, the New Orleans convention made most strenuous efforts to bring about a solution of the various conflicting claims then made. Had all the organizations affected, yielded in good faith to the suggestions made and conclusions reached, that convention would have fully merited the tribute ascribed to it and which it deserved in being designated the "peace convention" of the labor movement. In not many instances, however, have the organizations departed from their original claims, while several others, by their violation of their pledges to that convention to cease hostilities and to abide by the awards of impartial arbitration or of decisions reached by the convention itself, have rendered conditions, if possible, still worse. In fact, in some trades, where no conflicts existed, the organizations have deliberately changed their claims to jurisdiction with no better reason than that "other organizations have extended their claims," they therefore saw no reason why their own claims to jurisdiction should not also be extended, thus demonstrating that when a wrong policy is once inaugurated its evil influences are extended until the gravest consequences and dangers confront the entire labor movement. The trade unions are the natural movement of the wage-earners to protect and advance their interests. The workers of the craft or calling associate the better to protect and promote these interests.

The alliance or federation of the trade unions is intended to protect and advance the class interests of all in those lines with which it is difficult for the single trade union to cope.

#### HEW TO TRADE UNION LINES.

The attempt to force the trade unions into what has been termed industrial organization is pervasive of the history of the labor movement, runs counter to the best conceptions of the toilers' interests now, and is sure to lead to the confusion which precedes dissolution and disruption. It

is time for the American Federation of Labor to solemnly call a halt. It is time for our fellow-unionists entrusted with the grave responsibilities to help stem the tide of expansion madness lest either by their indifference or encouragement their organizations will be drawn into the vortex that will engulf them to their possible dismemberment and destruction. There is virtue and a great meed of praise due in organizing our fellow-workers that they may defend and further their interests.

No tribute too great can be paid those engaged in the past and in the present who have done and who are doing this splendid work; but virtue, merit, and tribute must be effaced unless we meet the conditions, aye, the awful calamity which is inevitable if trade union lines are not recognized and enforced—enforced not so much by an edict of this Federation, but by the common sense and power of the organizations themselves. The advocates of the so-called industrial system of labor organizations urge that an effective strike can only be conducted when all workmen, regardless of trade, calling, or occupation, are affected.

That this is not borne out by the history of strikes in the whole labor movement is easily demonstrable. Though here and there such strikes have been temporarily successful, in the main they have been fraught with injury to all. The so-called industrial system of organization implies sympathetic strikes, and these time and experience have demonstrated, that as a general proposition they should be discarded, while strikes of particular trades or callings have had the largest number of successes and the minimum of defeats. Quite apart from these considerations, however, are the splendid advantages obtained by the trade unions without the necessity of strikes or the interruption of industry. No one will attempt to say that a sympathetic strike shall under no circumstances occur. Under certain conditions it may be not only justifiable but practical and successful, even if only as an emphatic protest against a great injustice or wrong; but generally and normally considered, such strikes can not be of advantage.

One feature in connection with a system of industrial organization and its concomitant, the sympathetic strike, has been overlooked. By its methods any one of our international organizations could be financially drained and actually ruined in a very brief period in an effort to sustain the members involved; while, on the other hand, in a well-formulated trade union movement, a large number of men of different crafts, belonging to their own respective international trade unions, could be indefinitely sustained financially and victory achieved. At least the organizations maintained, not only to continue that battle, but to take up the cudgels in defense of their members elsewhere.

The advocates of the industrial system of organization undertake to correct an error by the commission of a graver one, the failure of our international trade unions to primarily provide themselves with large funds to protect their own members and to assist their fellow-unionists of other trades when they are engaged in conflict.

We should bear in mind that in our labor movement we are not building simply for the day in which we live; we are building for all time to come, if we but build wisely. The trade union movement is the historic development of the wage-earners' struggle for fairer conditions of life, for right, and for justice. That movement has stood the test of time. It has secured for the workers the vantage ground they now occupy. To strengthen that movement, yet keep it as near as possible to the lines upon which it has demonstrated its usefulness and capacity; to bring about a still closer federation among the distinctive organized international trade unions; to help bear each others burdens; to be helpful to each other in every vicissitude and effort for labor's disenthralment; these will not only encourage the yet unorganized to unite with us, but more firmly cement the consciousness of solidarity and the bond of fraternity in the American Federation of Labor; that each international union, that is, each wing in the grand army of labor, will itself feel more self-reliant, and all feel more greatly interdependent, the whole phalanx surely gaining day after day and year after year until we shall be invulnerable in peace, unconquerable in contest, indubitable in the fulfillment of our mission in the establishment of good will among men.

#### APPLICATIONS TO REVOKE CHARTERS.

It is not an uninteresting fact to state that there were applications from one or more international unions for the revocation of the charters of 30 international unions, and some of the complaining organizations were really disappointed that their requests were not granted. With the Executive Council I would have no hesitancy in revoking the charter of any affiliated organization, but to do so there would have to be good and substantial reasons therefor and no other means at hand by which the best interests of labor could be served. No doubt had the Executive Council easily yielded to the demands for the revocation of charters we should have had still more demands of the same character, and instead of having the best general organization of labor our country has ever had, we would be divided up into fragments contending in open fratricidal war against

each other instead of co-operating in a faithful, honest, and intelligent effort to accomplish the best results with the least domination.

### **SPECIAL ORDER GARMENT WORKERS.**

The convention at New Orleans revoked the charter issued to "The Special Order Clothing Makers' Union of America," and declared under what conditions they should become part of the United Garment Workers of America. The employers in the trade, particularly in Chicago, were anxious to conform to the decision rendered by the convention, and a controversy was thereby inaugurated, several thousand men and women being out of employment and engaged in a contest to maintain a separate existence. Inasmuch as the employers pledged themselves not to reduce wages or interfere with other conditions and desired to operate union establishments, I called a conference at Chicago, in which the representatives of both organizations participated, and urged, and finally succeeded, in having a mutual agreement reached rather than a decision rendered which might have engendered for the time being still greater bitterness to secure its enforcement. The terms of the agreement were faithfully adhered to by all concerned, and amalgamation has been effected.

### **TAILORS AND GARMENT WORKERS.**

Since the adjustment of this controversy the Journeymen Tailors' Union of America has taken a referendum vote upon the question of the eligibility to that organization of the Special Order Clothing Makers, the proposition being defeated, since which the representatives of the Journeymen Tailors and the United Garment Workers have met and agreed upon a line of demarcation for the jurisdiction of their respective organizations and arranged for their co-operation to the end that a federation or an amalgamation of the organizations shall be effected.

### **THE UNION SHOP OR "OPEN SHOP."**

Recently the opponents of organized labor have started an agitation for what they euphonically designate as the "open shop;" and several employers, otherwise fair, having been persuaded that the proposition on the surface appears to be ethical, have advocated it. On the other hand, our movement stands for the union shop, not, as our opponents designate it, the closed shop; for, as a matter of fact, a union shop is not a closed shop. Any wage-earner, a member of an organization in any part of the country, can enter the union shop. And any wage-earner, competent to fill any position in the union shop, is not only eligible to enter to work therein, but the organizations have their hundreds of missionaries at work, in and out of season, urging and pleading with them to enter the wide-open doors of the union. This so-called open shop is the disintegrating factor that leads to the non-union shop; in other words, the shop which is closed to the union man, no matter from whence he hails or what his skill and competency.

The so-called open shop influences wages and the standard of life to the downward course, for it is based upon the sycophancy of the most docile, and the most immediate needs of those in direst distress, of the poorest situated among the workmen.

Agreements or joint bargains of organized labor with employers depend for their success upon the good will of the union and the employers toward each other. Neither should be subject to their irresponsibility or lack of intelligence of the non-unionist, or his failure to act in concert with, and bear the equal responsibility of, the unionist. Hence, the so-called open shop makes agreements and joint bargain with employers impracticable, if not impossible. The union can not be responsible for non-unionists whose conduct often renders the terms of the agreement ineffective and nugatory.

Inasmuch as the most conspicuous antagonists of organized labor are sponsors for what they term the open shop, upon the pretense of the liberty of the individual, the thought forces itself upon us to ask:

"When, in history, have the opponents of any movement for the uplifting of the masses constituted themselves the advocates and defenders of the liberty and freedom of the people?"

The whole hue and cry is designed to deceive the ignorant and enthrall the masses.

I took occasion to say recently: "To a non-unionist, despite that which his advocates say for him, can not be attributed the virtue of helping his fellow-workmen or contributing toward the establishment of more rightful relations between workingmen and their employers. No force but that of persuasion, moral and intellectual influence, should be exercised to convert the non-unionist to membership in our organizations, but it is hurtful from every viewpoint, and to every enlightened interest, to advocate the open shop. As the immortal Lincoln said: "This country can not long remain half free and half slave." So say we, that any establishment can not long remain, or be successfully operated, part union and part non-union.

With the facts before us, with our mission to fulfill, uninfluenced by attempts to place us in false positions, unswerving in our course for the attainment of the right, we will not be deterred, but will take on new zeal to organize the yet unorganized, unite and federate those already organized, and with clear vision and stout hearts move onward and forward for labor's amelioration and final emancipation.

#### LABOR MOVEMENT IN CANADA.

The trade union movement in Canada is keeping pace with the movement in the United States and other parts of the American continent. Of course legislatively our fellow trade unionists of Canada must have an absolutely free hand, unimpaired by interference from us of any character. We should give, as we gladly receive, suggestions and advice that may benefit each other legislatively. Any attempt on the part of either to interfere with the legislative policy that the other may believe advantageous would impair the influence and effectiveness of all. Despite the predictions of opponents to international trade unionism, the gain in membership in the trade unions in Canada during the past year was 4,686. From a circular issued to our international trade unions, covering the membership in Canada, together with contributions paid by and benefits paid to Canadian unionists, although responses do not cover half of the international unions, the following results are shown:

International unions reporting .....	43
Membership in the United States .....	709,197
Membership in Canada .....	19,710
Total .....	728,907
Amount received from Canadian unionists .....	\$38,773.57
Amount expended for benefits for Canadian unionists .....	316,875.28
Amount expended for organizing in Canada .....	12,682.13
Number of officers, organizers, and other representatives in Canada .....	362

This table does not include monies received by the American Federation of Labor from the Canadian unionists, or expended by it in their behalf; nor does it include the direct American Federation of Labor representatives, and leaves wholly out of consideration the majority of the international unions which have not reported.

During the session of the Executive Council held at Toronto, Canada, and having in mind the conclusion reached by the New Orleans convention regarding the relations of the Canadian labor movement to that of the remainder of the American continent, we had two conferences with the officers of the Dominion Trades and Labor Congress for the furtherance of the best interests of the working people of both countries. It was decided that all Canadian local central bodies affiliated to the American Federation of Labor should be attached to the Congress, and that a prerequisite to the issuance of a charter to any central body in Canada should be its attachment to the Dominion Congress. This matter is more fully discussed in the Executive Council's report, which will be submitted to you.

It was learned that a bill had been introduced in the Canadian Parliament making it a penal offense for any one not a British subject to enter Canada and advise or counsel with Canadian workmen to seek an increase in their wages. This was clearly aimed at American trade unionism under the misapprehension or misrepresentation that American trade unionists provoke strikes of Canadian workmen. The situation was made clear in a statement issued at Toronto and in addresses at public meetings. It will be observed that the proposed law (published in the June, 1903, issue of the AMERICAN FEDERATIONIST) makes no provision prohibiting employers or representatives of employers' associations from helping employers in Canada in defeating Canadian workmen in any effort to protect their rights or interests.

In a circular issued by the Employers' Association of the metal trades, October 1, 1903 it is stated that in connection with the strike of the machinists at the Canadian Locomotive Company of Kingston, Ontario, the association, "to help the company, had to import men from Europe." What is true, in so far as concerns the pernicious activity of the employers' association referred to, is equally true of other employers hostile not only to organized labor, but to workmen situated anywhere who have the manhood to protest against imposition or who organize to obtain better conditions.

In our movement it is well known that no strikes are ordered in one country to occur in another; they are not provoked, aye, not even counseled or advised. When strikes occur on the part of members of any *bona fide* trade union affiliated to the American Federation of Labor, either in the United States or Canada, the initiative must be taken by those workmen who desire to strike, and the only participation of other members in the organization is either to veto the application to

strike or to approve it, and in the latter event, to contribute financially toward sustaining the men engaged in a controversy.

The Dominion government some months ago appointed a commission to investigate a number of strikes which had occurred in the far West. From the commission's investigation and report, reflection is made upon some, but we can proudly declare that not one scintilla or shadow could be thrown reflecting upon the honor, integrity, and faithfulness of any organization affiliated to the American Federation of Labor or upon any of its men. Recently I had an interesting conversation with the Honorable McKenzie King, chief of the Bureau of Labor for Canada, a member of the commission, and he substantially repeated this to me.

We have the right, then, to insist that the *bona fide* labor movement and its men shall not be ostracised or outlawed, particularly when it is the aim and work of the American and Canadian trade unionists of Canada and the remainder of the American continent to make for the well being, the good citizenship, the loyalty and the fraternity of all.

We urge upon our fellow trade unionists of Canada to use their utmost endeavors for the maintenance and perpetuation of the fraternal bonds existing between us, and to submit to all fair-minded people of the Dominion, including their government, that unjust legislation, discriminating against the guiltless, must react to the disadvantage of its promoters, and do that which all enlightened men condemn when injustice is inflicted upon anyone.

### PORTO RICO.

It was impossible to comply with the instructions for me to go to Porto Rico either last year or this year; last year, for the reasons given at New Orleans; this year, because of the illness and death of one of the members of my family about the time for which arrangements were made for me to go. I am fully persuaded, however, from the information received from various quarters, that the best interests of the labor movement of Porto Rico and its full affiliation, pursuant to the laws and policies of the American Federation of Labor, make it necessary for the president of the American Federation of Labor to visit Porto Rico some time in the early part of the coming year.

### UNION LABELS.

The demand for union labor, and particularly for union-labeled goods, has largely increased within the past year. The increase in the number of organizations and the increased membership in existing unions, have not only of themselves relatively increased the demand for union-labeled products, but these in turn have enabled us to secure a larger ratio of friends and sympathizers with our movement among the general public, which in turn has given a greater impetus to the demand for products bearing the union labels. This has also been aided by more extensive and systematic methods of advertising the union labels by the organizations issuing them, and the general discussion of the subject in the labor press.

Pursuant to your direction, 33,250 bulletins were issued containing the exact reproduction in original colors of all the union labels issued by affiliated international unions and indorsed by the American Federation of Labor, as well as the union label of the American Federation of Labor itself.

When the American Federation of Labor label was first issued one among the conditions upon which I insisted in order to entitle an employer to its use was that the hours of labor shall not be more than ten per day. Some months ago I directed that the hours of labor shall be reduced to nine per day as soon as existing agreements terminate in order to entitle the employer to the continued use of the label. This rule has been enforced in all union label houses.

In the suspender industry the hours of labor, until two years ago, varied from ten to fourteen per day. A firm then, through an organization of its employees which had been effected, applied for the use of the American Federation of Labor label. I insisted that the eight-hour day would have to be enforced as a condition precedent. The firm agreed thereto, but stipulated that if it enforced and maintained the eight-hour day that the label would be granted to other suspender manufacturers only under the same conditions. To this I readily assented, since which time we have organized fourteen suspender workers' unions. A larger number of suspender manufacturers now use the union label and all operate under the eight-hour system. The economic and material improvement in the condition of the operatives in this industry has been most marvelous as a result.

### CONSUMERS' LEAGUES—LABEL LEAGUES.

In connection with this question of labels should be mentioned the fact that in some cities some well-meaning, philanthropic ladies have organized consumers' leagues. These leagues were originally intended to be helpful to secure amelioration in the condition of some of the working

people. Lately some of these leagues have issued a label to employers simply because the sanitary conditions in which the employes work were improved, and these labels issued without regard to any consideration as to wages, hours, and other conditions of employment, and in some instances in rivalry to the union label of the organization of the craft. I do not believe that these consumers' leagues have intended to work counter to the labor movement, and as a result of a conference recently had with a representative of a consumer's league, when the matter was explained, the assurance was given that the issuance of the league's label would be discontinued. Our union labels stand for improved sanitation as one of the conditions necessary to entitle an employer to their use. Further efforts in this direction will, I hope, eliminate this unintentional injury.

And we could rightfully ask those who are now associated in, or who contemplate forming consumers' leagues, to guide their course aright by instituting union label leagues, in which they can be of greater service and attain a larger degree of success by their sympathetic co-operation with organized labor.

### ST. LOUIS FAIR EXHIBIT.

It having been decided that an appropriate and thorough exhibit be made at the World's Fair (Louisiana Purchase-Exposition) at St. Louis in 1904, I have had some correspondence and conferences with those in charge, and although the space allotted to us for an exhibit is not yet definitely determined, we shall know very shortly. Assurances have been given, however, that it will be ample for all purposes. I have corresponded with the officials of our organizations asking for—

Copies of the official proceedings of all conventions.

Copies of constitutions.

Copies of official journals.

All of these should be bound, if possible.

The best print of the union label of each organization (framed), setting forth the title and description of the label, with the name of the organization and the product it is supposed to cover.

Group photograph of each executive board, framed.

And any other matters that would be of interest and value in preparing a comprehensive exhibit of the trade union movement of the country, so far as each organization is concerned, it would be appreciated if all would include the same in the matters sent to our office.

Of course there are several months before the exposition will be opened, but if a comprehensive exhibit of trade union history, growth, achievements, and aspirations is to be made, it will require thought, time, and labor in its preparation.

I now repeat the request for all to send documents of all kinds in connection with the growth, development, and the beneficent work of our movement. These, together with such material that we can prepare, will give us the opportunity of making an exhibit that will at once show the marvelous growth of our movement and the great good it has wrought in the condition of our fellow-workers and the splendid future which awaits it in the mission it is ours to fill. Such an exhibit will reflect great honor and credit upon our movement, and I recommend that the president of the American Federation of Labor be authorized, by and with the consent of the Executive Council, to take such action as will make the exhibit at St. Louis conform to the character and work of the American labor movement.

### INTERNATIONAL RELATIONS.

During the year more extensive correspondence has been had with the representatives of the labor movement of the different countries. It is gratifying to learn that the trade union movement of all industrial countries is not only growing, but assuming more concrete and comprehensive forms. The fraternal bonds of unity are being constantly augmented between the intelligent organized workers of the civilized world, which must tend to the advantage of the workers and all the people thereof. The interchange of fraternal delegates has done much toward this. We in turn learn and teach, and all are benefited thereby. The reception accorded our delegates to the British trade union and to the Dominion congresses has been hospitable, cordial, and enthusiastic. We in turn extend a most hearty and cordial greeting to the fraternal delegates from our kinship organizations from Great Britain and the Dominion of Canada. We earnestly hope that their stay among us may be both pleasant and interesting; that everywhere they may go while on our shores they may meet with that kindly and generous cordiality and treatment for which our people are so well known; that their return to their homes may be safe; that they may carry the message of our intense desire for the closer unity of the workers, not only of their own and our country, but of all the civilized world. Let us work and hope, hope and work, that the word may go forth from this memorable gathering to the weak and the oppressed everywhere, that

in the organizations of the toilers under the enlightened and beneficent banner of the trade union movement the pathway of progress is made brighter and the dawn of the better day has arisen.

#### DEPARTMENT OF COMMERCE AND LABOR.

A law was enacted creating a new department of government, known as the Department of Commerce and Labor, with a Secretary as its chief officer, who is a member of the President's Cabinet. Under the law several departments and bureaus were detached from other departments of the Federal service and were placed under its jurisdiction. Among the departments transferred was the Department of Labor, which was independent from any other department and is now designated as a bureau. While there is cause for regret that the Department of Labor has been deprived of its independent existence, we yet have the assurance of the Hon. George B. Cortelyou, Secretary of the Department of Commerce and Labor, that it is his purpose to have the Department serve the best interests of labor.

#### EIGHT-HOUR BILL.

Your attention is respectfully called to the subjects relative to legislation affecting the interests of labor. First among these is the eight-hour bill, which has been under consideration in the last three Federal Congresses. The House of Representatives unanimously passed this bill, and a large number of hearings were had upon the same before the Senate Committee on Education and Labor.

Notwithstanding great pressure brought to bear by the opponents of the bill against its being reported, the committee ordered, and a favorable report was made thereon. Constant efforts were made to have the bill called up, but owing to the consideration of the Statehood and other bills which had precedence, it was not difficult for our opponents to prevent its consideration by the Senate. The bill, therefore, failed of passage with the expiration of the Fifty-seventh Congress. The bill is printed in the April issue of the AMERICAN FEDERATIONIST, and is commended to your consideration for such action and advice as you may give for the future guidance of your officers.

#### ANTI-INJUNCTION BILL.

The bill commonly known as the anti-injunction bill and drafted by the attorneys of the American Federation of Labor, also passed the House of Representatives. The matter was before the Senate Committee on Judiciary, reported favorably, and then upon motion of Senator Platt, of Connecticut, recommitted to the committee. When that committee reported the bill it changed the essential features of the measure and contained a provision which made a pro-injunction bill from an anti-injunction bill.

Let me make the situation clear. There is not now upon the statute books of the Federal Government or of any of the State governments any law which authorizes or contemplates the issuance of writs of injunctions as they have been and are being issued in trade disputes between workmen and their employers. To such a change in the bill which made direct provision for the issuance of injunction we, of course, objected and preferred its defeat by non-action rather than its passage in the amended form.

#### VIOLATIONS OF EIGHT-HOUR LAW.

Some time ago complaints reached me that the eight-hour law of the Federal Government was being violated by a firm of contractors at Wheeling, W. Va., in the construction of work for the Federal Government. The complaint, with affidavits in substantiation thereof, was submitted to the Secretary of War, who replied by quoting an opinion rendered by the Judge Advocate-General of the Army to the effect that "it is not the duty of the Secretary of War to institute proceedings for violations of the act of 1892. Parties who think the law is being violated by contractors should submit their complaints to the proper United States attorney," and that the War Department should be governed accordingly.

The following letter was then addressed to the President:

#### OFFICE OF AMERICAN FEDERATION OF LABOR,

WASHINGTON, D. C., Oct. 9, 1903.

DEAR SIR: Under date of September 18th, I had the honor of addressing a letter to Honorable L. M. Shaw, Secretary of the Treasury, calling attention to the violation of chapter 352 of the law of August 1, 1892, commonly known as the "eight-hour" law, by contractors the Sheridan-Kirk Company, in completing dam number thirteen in the Ohio River at McMechen, West Virginia. A number of affidavits were submitted, setting forth specifically the violation of this law, and a request was made for an investigation, and that, if it confirmed the complaint submitted, the Department should take such action as would tend to "rectify" the violation of the "eight-hour" law. Secretary Shaw, under date of September 19th, advised me by letter, that, inasmuch as the work referred to is being carried on by the War Department, my communication had been referred to the Secretary of War.

Under date of October 8th, I am in receipt of a letter from Honorable Robert Snaw Oliver, Acting Secretary of War, of which the following is a copy:

"This Department is in receipt, by reference, of your letter of the 18th ultimo addressed to the Honorable the Secretary of the Treasury, inclosing affidavits relative to an alleged violation of the eight-hour law on the part of the Sheridan-Kirk Company, the contractors for the construction of lock and dam No. 13, on the Ohio River, near McMachen, West Virginia.

"Replying thereto I beg to inform you that the Judge-Advocate General of the Army, in an opinion rendered recently on a similar complaint, held that—

"It is not the duty of the Secretary of War to institute proceedings for violations of the act of 1892. Parties who think the law is being violated by contractors should submit their complaints to the proper United States Attorney."

Inasmuch as the War Department will be governed by the opinion rendered by the Judge-Advocate General of the Army, I appeal to you for a reversal of this opinion, and request that you issue an order, directing the War Department, or all departments of the Government, to enforce the "eight-hour" law.

Your attention is respectfully called to the following provisions of this law:

"It shall be unlawful for any officer of the United States Government or of the District of Columbia or any such contractor or subcontractor whose duty it shall be to employ, direct, or control the services of such laborers or mechanics, to require or permit any such laborer or mechanic to work more than eight hours in any calendar day, except in case of extraordinary emergency." (The italics are mine.)

Section 2 of the "eight-hour" law provides:

"That any officer or agent of the Government of the United States or of the District of Columbia, or any contractor whose duty it shall be to employ, direct, or control any laborer or mechanic employed upon any of the public works of the United States or of the District of Columbia who shall intentionally violate any provision of this act shall be deemed guilty of a misdemeanor, and for each and every such offence shall upon conviction be punished by a fine not to exceed \$1,000 or by imprisonment for not more than six months, or by both such fine and imprisonment, in the discretion of the court having jurisdiction thereof."

The Secretary of War is an officer of the Government of the United States, and, under the law, can not require "or permit" the violation of this law, and when that officer's attention is called to the violation of the law, and he does not rectify it, he renders himself liable to the penalty, because he does "intentionally violate" the provisions of the act and is guilty of a misdemeanor.

It was not, and is not my purpose to seek the punishment of the officer in question or the contractors who violate the law. My request was that an investigation be had with a view to ascertaining the accuracy of the complaint contained in the affidavits, and, if the investigation confirmed the complaint, that the violation cease and the "eight-hour" law be enforced. The same request is now respectfully submitted to you for such investigation and rectification, and, also, as already stated, the issuance of an order by you which shall set this matter entirely aright for the guidance of all the departments under the Federal Government.

I have the honor to remain,

Very respectfully yours,

(Signed) SAMUEL GOMPERS,  
President, American Federation of Labor.

HON. THEODORE ROOSEVELT,  
President of the United States, Washington, D. C.

The President advised me that the matter will receive his immediate attention. It certainly seems fair that there should be uniform administration in all the departments of the Government in regard to the eight-hour law, which applies equally to all artisans, mechanics, and laborers employed by the Government or coming under the jurisdiction of the various departments. This view was also orally communicated to the President, and it is confidently hoped that a general order, as indicated in the letter to the President, may soon be issued by him.

#### EIGHT-HOUR AND INJUNCTION BILLS.

As per your instructions, circulars were issued to every organization, every trade and labor union in the United States, containing a copy of the eight-hour bill and the anti-injunction bill, with request for such action and support in every conceivable way as could be given.

#### IMMIGRATION BILL.

As per your instructions, we advocated the passage of a comprehensive immigration bill containing an educational test clause. It was made perfectly clear that the bill could not pass Congress including that provision. Your president was urged not to risk the fate of the bill by insistence upon the bill sharing the fate of the educational test clause. I felt that no authority was vested in me to withdraw the provision referred to, yet I could not persuade myself that the interests of our fellow-workers would be furthered by the failure of a more comprehensive law. The bill was enacted without the educational test clause. The advocates, however, of this measure propose to introduce it in this Congress; and inasmuch as the American Federation of Labor has emphatically declared in favor of the educational test for the purpose of restricting immigration, you are certainly warranted in authorizing your officers to use every honorable means within their power for the enactment of this and such other measures as will protect the interests of the people of our country.



Within the fiscal year ending June 1, 1903, 857,046 immigrants have come to our shores. At the Scranton convention we had presented to us a comprehensive address clearly showing the deteriorating quality as well as the increase in quantity of the undesirable immigrants to our shores. We are not engaged in the discussion of the relative merits of the free trade or protective tariff policies; but surely, if the manufacturers are to have the continued protection of a tariff, the workingmen of our country should not be compelled to bear the brunt of the fearful competition of the worst elements that can be gathered together from every corner, and the worst corners at that, of the whole world. The workers of our country are not narrow-minded, nor can the charge be truthfully made that they are ungenerous. We assert in the interests of the masses of foreign countries as well as our own, the floodgates of immigration to our country should be, if not entirely closed, at least so guarded that we may not be overwhelmed. So long as large numbers of the peoples of continental Europe can freely and without restraint or restriction come to our shores, not only will they help to bear down the conditions of the toilers of our country, but will afford the relief to the conditions obtaining in the countries which they left; in other words, the awful economic conditions obtaining in those countries, through tyranny and misrule, are bolstered up and given a new lease of life, whereas, if proper restriction of immigration into our country obtained, these people would remain in their own countries, and compel changes and reforms to the betterment of their own conditions in their own homes, thereby contributing to the uplifting of the entire human family.

### MONGOLIAN IMMIGRATION.

Separate and apart from all other questions of immigration is the one that confronts us in the form of the Mongolian. We have a law, secured through our efforts, excluding Chinese from the mainland of the United States, and by proclamation they are prohibited from emigrating to the United States possessions. Efforts, however, have been made to make it appear that Chinese are necessary to the industry of the American possessions. That this claim is unfounded is demonstrated not only by the investigation made by the representative of the American Federation of Labor sent to Hawaii, China, Japan, the Philippine Islands, but is borne out by the statements of native and American workmen to the effect that there are sufficient numbers of men to perform all the work and all the kinds of work which now, or which may in the near future, be required; that as a matter of fact, in the Philippines there are more Chinamen, half-breed Chinamen, than is good for either the industrial development of the islands, or the economic, social, and political interests of the Philippine people. In Hawaii the Japanese have invaded every industry and calling, and there, as well as in several sections of the mainland of the United States, have become and are a growing menace to the well-being of our people. From every section comes the complaint and the warning that unrestricted Japanese immigration is as grave a danger to-day as was at any time in our history the unrestricted immigration of Chinese. This convention should emphatically declare its position upon the immigration question, not only from continental Europe, but from China and Japan, into the mainland and the insular possessions of the United States. I would recommend that the appointment of a special committee be authorized early in our session to hold meetings during our convention and report thereto fully before its close.

In connection with this subject-matter attention is called to the reports made by Mr. Ed. Rosenberg, who was appointed by the Executive Council of the American Federation of Labor to fulfill the mission directed by the resolution of the New Orleans convention to investigate the conditions of labor in the Hawaiian and Philippine Islands and other eastern countries. Two of these reports were published in the August and October issues of the AMERICAN FEDERATIONIST, and another, up to this time unpublished, will appear in the December or January issue.

Your attention is also called to that part of Governor Taft's report of October 1, 1902, to the Philippine Commission on the Philippine labor conditions, which clearly shows the danger of Mongolian immigration into the islands.

From the reports which reach us of the labor conditions in the Philippines and our own knowledge of the Chinese in our own and other countries, we have the right to and will dissent from Governor Taft's suggestion that any Chinese be admitted to the islands under any conditions. We can not, however, but commend the very enlightened view he takes in his opposition to the general admission of Chinese, and also to the views he expresses on the labor movement.

This extract from Governor Taft's report is printed herein as Appendix A.

### SEAMEN'S RIGHTS.

The last convention declared that as several treaties between the United States and foreign countries contained provision whereby seamen who desert (that is, violate a contract to labor on a private vessel) may be arrested, imprisoned, and forcibly returned to their master, there to labor against their will. That as this practice is contrary to human liberty and is a remnant of human

slavery, it was decided to protest against such provisions in treaties and demand their repeal or amendment so that the seaman's ownership of himself may be fully recognized. A copy of this declaration was forwarded to the President and to the chairman of the Senate Committee on Foreign Affairs. The President advised that the matter had been referred to the Secretary of State, to whom all matters regarding treaties are referred. The chairman of the Committee on Foreign Affairs of the Senate stated that the matter would receive his most thorough consideration.

#### CRIMPING SAILORS' WAGES BILL.

We have been successful in defeating a pernicious measure introduced in Congress by Mr. Allen, of Maine. The bill proposed to repeal the law which we secured some years ago in the interests of the seamen. The law guarantees sailors engaged in the coastwise service and nearby foreign countries the right to quit work when their vessels are in safe harbor.

Another bill inimical to the interest of seamen was introduced by Senator Frye, of Maine, by which it was proposed to repeal the law prohibiting the allotment of seamen's wages. Had Senator Frye's measure been successful it would have re-established the system by which the seamen would have been placed at the mercy of the unscrupulous boarding-house keepers and crimps.

Senator Frye's bill was reported favorably by the Senate Committee, and the Allen bill was reported in the House, striking out all the provisions Mr. Allen had in his bill and substituting all of Senator Frye's allotment of seamen's wages bill. That this was not by any means an accident or coincidence is quite apparent. It required the greatest energy and co-operation on the part of the representatives of the Seamen's Union, our legislative committee, and the officers of the American Federation of Labor to secure the defeat of both measures. Too great credit can not be given to Congressman Underwood, of Alabama, for his invaluable assistance in defeating this measure.

#### PLATE ENGRAVERS.

At the request of our American Society of Plate Engravers, I brought to the attention of the President the injustice which was about to be practiced under a civil service rule which he had been induced to order, permitting map engravers of foreign countries to take competitive examinations, and at a rate of compensation below that set by the organization of the craft. The President issued an order revoking the obnoxious civil service rule. The question of enforcing the minimum scale in the United States Geological Survey has not yet been fully determined.

#### ANTI-TRUST? ANTI-LABOR LEGISLATION.

Attention has been called to the fact that under the guise of so-called anti-trust laws lay the hidden purpose to attack the organizations of labor. We are all familiar with the so-called Sherman anti-trust law, and we are also aware of the fact that under its provisions the only persons ever indicted were a number of workmen who sought to protect their interests against an opponent, and that under the pretense of its provisions and the so-called interstate commerce law the Federal courts have issued the many injunctions enjoining workmen from doing those things for which there is absolutely no prohibition in the laws, and the doing of which is in no wise at variance or in conflict with the Constitution or any of the laws of our country. It is because we have detected in the various proposed bills, ostensibly to restrict or govern the trusts and other corporations of capital, the insidious purpose to attack the trade unions, which, by the way, have no semblance to the trusts, that we have urged in all measures of this character the following clause:

"Nothing herein shall be so construed as to apply to the organizations of wage-earners having for their object the regulation of wages, hours, and conditions of employment."

With one exception this proposed clause has always disclosed the real purpose which the proposers had in introducing their so-called anti-trust bills both in the Federal Congress and State legislatures; for whenever this exempting clause was submitted the proposers were unmasked and abandoned their bills. The exception to which reference is made is the State of Texas, where, in the last session of its legislature, a so-called anti-trust bill was introduced. The amendment exempting the unions from the operations of the bill was proposed, but not adopted. The assurance was given by the advocates of the bill, and the opinion was rendered by the attorney-general of the State, that under no circumstance could the provisions of that bill be interpreted to apply to organized labor; and yet, within a few weeks after its enactment, the first who were dragged into court under its provisions were the members of organized labor in the State. Some of our fellow-workers will not learn by the experience, or they fail to heed the advice which those of experience may give. In those cases they will have but themselves to blame for the situation which will surely confront them. It is worse than folly to join in the hue and cry raised by our opponents and the faddists for legislative demands ostensibly aimed at combinations of capital, but really directed against the organizations of labor.

Labor's opponents are subtle and know that the work of the trusts and other combinations of capital are done by the few; that their operations are secretive, while on the other hand the actions of organized labor, even if only by reason of the large numbers, must of necessity be open and above board and susceptible to the interpretation or the misinterpretations of the friend or foe as the case may be.

Organized labor and its members are law-abiding. They ask no immunity from the law. They ask, and have a right to demand, that there shall be accorded to them the constitutional right of equality before the law. We protest against the distortion of the law by which the same acts, when performed by other than workmen, are pronounced proper and lawful, but when performed by workmen are adjudged improper and unlawful. We protest, too, against the enactment of any law which seeks to make unlawful the exercise of rights guaranteed to us by the fundamental law of the land, the Constitution of the United States.

#### SO-CALLED ANTI-BOYCOTT LAW.

Alabama recently adopted what is commonly called an anti-boycott law, which makes it illegal "to print or circulate any notice of boycott, boycott cards, stickers, dodgers, or unfair lists, publishing or declaring that a boycott or a ban exists, or has existed, or is contemplated against any person, firms, or corporation doing a lawful business, or publishing the name of any judicial officer or any other public official upon any blacklist, unfair list, or other similar lists because of any lawful act or decision of such official."

It will be observed that the law not only attempts to prohibit the so-called boycott, but also strikes a blow at the political liberty of citizens of the State. If the latter provision of the law just quoted makes it unlawful for citizens to place upon an unfair list any judicial officer or other public official, it might better be termed a law to perpetuate in office those once elected thereto. Opposition to public officials is because their acts as officials may be perfectly lawful, but which the people have come to regard as entirely hostile to their interests. A judicial officer misinterpreting the laws, the members of a legislature voting away public franchises, or the governor passing and signing a law restricting the freedom of the press or prohibiting freedom of speech; these would all be the performance of "lawful" acts, as contemplated by this so-called anti-boycott law, and yet organized opposition to oust such officials who have flagrantly violated fundamental principles and guarantees, or who may flagrantly enact the laws hostile to the people's interests, is prohibited and declared unlawful.

I imagine that so long as men have their likes and dislikes and the people have their interests to subserve, they will give their patronage to their friends and refuse it to their opponents; they will favor or oppose judicial officers or other public officials, and that so long as any vestige of liberty obtains in our land, the economic and political boycott, known by any name, will be resorted to and successfully practiced.

It might not be amiss for our fellow trade unionists of Alabama to place upon their unfair list those public officials primarily responsible for this perversion of law and invasion of constitutional liberty, and thus make a test of its invalidity. At the same time no effort should be left untried for a repeal of this law and to wipe it from the statutes of the State which it dishonors.

In connection with this Alabama anti-boycott law, I would suggest that if any of our organizations in that State should be charged with a violation of the law they should insist upon their right of a free press and free speech. If any circular contains the truthful statement of the facts in controversy between workmen and their employers; if a respectful request is made to friends to give their patronage preferably to friends than opponents, then all will be acting within the limits of their constitutional rights, the efforts of labor's enemies as indicated by this Alabama law to the contrary notwithstanding.

It should also be noted that the same law has a provision against blacklisting; but this, as is well known, has ever been ineffective, as provisions in other State laws of a similar character have shown. But quite apart from this, a recent decision by a Federal court declares it to be perfectly lawful for any employer to keep a blacklist and to furnish a blacklist of discharged employes to other employers so long as the information given is based upon truth; that employers have the right to discharge employes for any reason at all. This in itself would eliminate any advantage, if advantage there could be, by this provision in this Alabama law.

#### CHILD LABOR LAWS.

We have been successful in the past year in securing the enactment of laws in Oregon, Texas, and Alabama restricting the labor of children. In Alabama the law is not such a one as to give satisfaction, but it is a beginning upon which we may justly count for improvement in the

future. In New York and Pennsylvania the existing laws governing child labor have been materially improved. We can be engaged in no more praiseworthy work than to save the children, to protect their lives from the exploitation of avaricious employers, to gain for the children of our time and of the future, not only the right to live, but the right and opportunity of an education, of light and sunshine, and of play, that they may physically and mentally grow and morally expand, that they may become strong men and women of the future, ready to enjoy the privileges and perform the obligations devolving upon them in their time.

### INSTITUTIONS OF LEARNING AND LABOR.

The last convention directed me to make an investigation regarding the attitude of certain college professors and teachers in the public schools toward children of the working people and the economics of the day relating to labor. Early in the year I communicated with a number of persons, both connected and unconnected with the labor movement, and who were in position to accurately know. Although a large number of replies have not been received, yet those which have reached me concur in one way or another in the judgment expressed by Professor Edward W. Bemis, who answers my question as follows:

(1) That many different points of view are honestly represented by our college and university teachers, and some are progressive and seek to keep in touch with labor, monopoly, and taxation problems and kindred topics; while others are more interested in purely theoretic or historical subjects.

(2) The average teacher does not have a chance to appreciate fully the industrial problems of the day. He is living on a fixed salary, which does not vary from year to year, while his position is comparatively fixed and independent of crises, strikes, trusts, etc., which so vitally enter into the life of the day.

(3) He is usually connected with some institution which either obtains its funds from men of large wealth, who are making money rapidly in connection with special privileges, or he is in some State institution which depends for its financial development upon State legislatures, which in turn are largely controlled by corporate interests that have some ax to grind. All this creates an atmosphere of conservatism. The social relations of a college or university teacher are likewise usually among those not largely in sympathy with the problems that you have in mind.

(4) There has been, during the last ten years, a growing tendency among trustees of both public and private universities in selecting new men to take those who have not said or written anything likely to antagonize possible donors. Consequently, the men selected, while in most cases sincere men, are likely to be men of a conservative point of view along the line of applied economics.

(5) Despite all these influences the college teacher inevitably imbibes some of the spirit of the age and can not teach his subject without calling attention to some of the best of the liberal books and articles bearing upon it.

### AUDITING COMMITTEE.

It has been found impracticable for the auditing committee to meet exclusively at the city at which the convention is to be held. It now requires nearly two weeks' time for this committee to perform its duties, and the books of the American Federation of Labor can not be taken from headquarters for two weeks in advance of the convention, and, perhaps, two weeks of the convention. I would therefore recommend that article 8, section 4, be so amended that the auditing committee may meet at such place as the president of the American Federation of Labor may direct and at such time prior to the convention as the president may determine is necessary for the proper performance of the duty.

### ORGANIZERS—LABOR PRESS.

Pursuant to your instructions, and because of the means with which to carry them out, an additional number of special organizers was appointed during the year to carry on the work of bringing within the fold many of those who had theretofore been unattached to our organizations. In the past year, for special organizers, and contributing toward the expenses of volunteer organizers, we have expended \$60,000; for printing, organizing literature, other than the *AMERICAN FEDERATIONIST*, together with cost of mailing and postage, approximately \$15,000. This, supplemented by the more systematic work of organizing by our international unions, has accomplished splendid results.

We have received reports from but 254 of our more than 1,100 organizers, upon the number of local unions which they have formed for international unions within the past year. From these 254 reports the following table of local unions is prepared, showing to which international unions these locals have been attached:

Plumbers and Gas Fitters.....	29	Sawsmiths.....	1
Painters and Decorators.....	45	Broommakers.....	1
Hod Carriers.....	14	Teamsters.....	75
Wire and Metal Lathers.....	7	Hotel and Restaurant Employees.....	64
United Brotherhood of Carpenters.....	57	Barbers.....	36
Brick and Tile.....	15	Meat Cutters.....	29
Slate and Tile Roofers.....	2	Steam Engineers.....	26
Tile Layers.....	2	Textile Workers.....	25
Wood Workers.....	28	Laundry Workers.....	24
Stone Cutters.....	8	Musicians.....	24
Bricklayers and Masons.....	24	Stationary Firemen.....	21
Plasterers.....	6	Bakers.....	21
Retail Clerks.....	61	Street Railway Employees.....	20
Allied Metal Mechanics.....	22	Car Workers.....	19
Blacksmiths.....	26	Journeymen Tailors.....	19
Bollermakers.....	17	Longshoremen.....	18
Electrical Workers.....	30	Interior Freight Handlers.....	17
Machinists.....	17	Horseshoers.....	15
Sheet Metal Workers.....	31	Flour and Cereal Mill Employees.....	15
Metal Polishers.....	7	Boot and Shoe Workers.....	14
United Metal Workers.....	5	Mineral Mine Workers.....	13
Blast Furnace Workers.....	2	Brewery Workers.....	11
Patternmakers.....	8	United Mine Workers.....	11
Iron Molders.....	7	Shipwrights, Joiners, etc.....	11
Iron and Steel Workers.....	2	Typographical Union.....	11
Stove Mounters.....	1	Carriage and Wagon Workers.....	10
Upholsterers.....	9	Commercial Telegraphers.....	2
Women's Label League.....	9	Cloth Hat and Cap Makers.....	2
Papermakers.....	9	Amalgamated Glass Workers.....	2
Shingle Weavers.....	9	Seamen.....	2
Cigarmakers.....	8	Coal Hoisting Engineers.....	1
Maintenance of Way Employees.....	7	Glass Bottle Blowers.....	1
Railway Clerks.....	7	Paving Cutters.....	1
United Mine Workers.....	6	Piano and Organ Workers.....	1
Coopers.....	6	Potters, Operative.....	1
Bookbinders.....	5	Powder Workers.....	1
Bill Posters.....	5	Rubber Workers.....	1
Ladies' Garment Workers.....	5	Watch Case Workers.....	1
Amalgamated Leather Workers.....	5	Theatrical Stage Employees.....	1
Marble Workers.....	4	Locomotive Engineers.....	1
Leather Workers on Horse Goods.....	4	Railroad Conductors.....	1
Printing Pressmen.....	4	Railroad Trainmen.....	1
Railway Expressmen.....	3	American Federation of Labor.....	359
Quarrymen.....	3		

Of course, this is but a small number of those unions which have been organized through the efficiency and activity of the American Federation of Labor organizers; and this will be more clearly demonstrated when it is pointed out that the charters issued by the American Federation of Labor are nearly all of them through the efforts of our organizers; that there were 1,313 local charters issued by us, yet the 254 organizers report but 359 of these unions organized by them to which charters were issued by the American Federation of Labor direct. The proportion of organizers not reporting the unions organized by them and chartered by us will indicate the number of unions organized, attached to their respective internationals and unreported in this table.

In former reports I have taken occasion to commend the zeal of our organizers, both volunteer and special. I can only reiterate and emphasize the deep obligation under which our movement must necessarily be to the men who bear the brunt of unwisdom and prejudice in going among the unorganized and carrying to them the word of welcome, of hope, and encouragement. Primarily the consciousness of having performed the high duty in the interests of the workers as well as of the entire human family must be their compensation and reward. We can but attest our appreciation of their work by co-operating with them so long as life and strength may be ours in the uplifting and ennobling work.

Nor can we be unmindful of the splendid work done in advancing our cause by our official journals and the labor press generally. Often, under most adverse circumstances, under great effort and sacrifices, is the cause of labor defended and maintained. Though some have fallen by the way, others have stepped into the breach and proclaimed the doctrine of justice and fair-dealing for labor and enmity toward none. Despite the fact that ours is one among the youngest of industrial countries, and that our labor movement is therefore of comparatively recent growth and development, yet no country can proudly boast of so large a number of magazines, official journals, and labor papers, or so ably conducted as is the labor press of America. Not merely as a platonic declaration, but as an earnest appreciation of the splendid service rendered our cause, our fellow-unionists, our fellow-workmen, friends, and sympathizers everywhere, should give the labor press unstinted support.

### THE AMERICAN FEDERATIONIST.

The *AMERICAN FEDERATIONIST*, our official monthly magazine, is unquestionably now the standard publication in the economic world, and is so regarded by trade unionists and students, not only of our own country, but the world over. In correspondence with statistical and other departments of labor of the federal, state, and foreign governments it is accepted as the best and most accurate reflex of the American labor movement. College professors, students, and those called upon to debate the various and complex questions of trade union growth, principles, and philosophy, and those in our own ranks advocating upon the public platform the cause for which we stand, accept it as their text-book, guide, and teacher. Its columns are quoted and referred to in every standard work upon the labor problem, and, withal, it is an educator to the unorganized. Its articles, reports, and editorials are republished in the newspapers and magazines. It sets forth the thesis of labor; it is the educator of the unorganized, and it commands the respect even of our opponents.

The contents of the magazine have grown from 288 pages in the first volume of 1894 to more than 1,000 pages in volume 9 of 1902, and 1,244 pages for the eleven months closing with the current number—November, 1903. With its extension in pages, it has been improved both in quality and variety of matter as well.

We have published symposiums upon some of the most important features in connection with the labor movement and the labor problem. We have had contributions from the keenest thinkers and most competent writers.

The department of reports from our organizers, officers of international and of local unions, forms a comprehensive review of the labor conditions throughout the country, giving the news from the field of industry obtainable in no other way and published nowhere else. Increases in wages, reduction of hours, improved conditions gained by strikes or without strikes, work done for union labels, unions organized during the preceding month, city ordinances or State laws passed affecting labor—these features are also exceedingly valuable to all who take an interest in the industrial affairs of our country.

In order to secure these reports accurately and comprehensively, blanks are forwarded to all organizers, with return prepaid stamped envelope, and also to secretaries of unions, while considerable time and work are necessary for an intelligent digest and presentation of these reports for publication, and these in themselves necessarily entail a considerable expenditure.

Apart from the symposiums on various other topics, we have enlisted the co-operation of the officers of the international trade unions of the country, who have contributed succinct yet accurate and intelligent histories of the origin, the growth, and the work of the American trade union movement. These form a comprehensive insight into the history of the American labor movement. In the current number is published a review of the progress of the international trade union movement for the year.

We have correspondents in England, Germany, and Austria, who regularly furnish us with a monthly letter and review of the trade union movement of their respective countries, and occasionally we receive correspondence from France, Italy, Spain, Australia, and other countries. The publication of these, together with all other matter in the *AMERICAN FEDERATIONIST*, gives to students a fair conception of the activity of our movement the world over.

It is not my desire to set forth either the merits, or, as some may believe, the demerits of the *AMERICAN FEDERATIONIST*, editorially considered, except to say this, that it has been my constant aim to clearly set forth and defend the principles, the policy, the methods, and the entire aspirations for which we stand. Whatever criticism may be indulged in, no one, I think, can truthfully aver that there has been any equivocation or failure to assert our position upon any subject coming properly within the sphere of trade union activity. No one has dared assail our movement without the censure, the exposition, and the rebuke deserved.

In the **AMERICAN FEDERATIONIST** we publish all official matter, detailed financial statements of all income and expenditures, circulars, appeals, notices, and other documents for the discussion and education of our fellow-workers and the general public. In the past fiscal year we have printed—

	Pages
Secretary's monthly financial statement (composition, price and a half).....	152
Executive Council minutes.....	30
Fair and unfair list, circulars, official notices, and labels.....	41
Total pages .....	223

The law requires that the secretary shall forward a copy of the **AMERICAN FEDERATIONIST** each month to the officer of every affiliated organization. A copy is also sent to each of the organizers of the American Federation of Labor. All these are sent free, and no accounting to the credit side of the **AMERICAN FEDERATIONIST** for all these expenditures and cost is given.

It should also be stated that up to the close of the fiscal year there was due to the **AMERICAN FEDERATIONIST** from outstanding debts, much of which has since been received, and all regarded as a safe asset, more than \$9,500.

The secretary quite properly feels that he has no authority to place a number of these expenditures and costs to the account of the American Federation of Labor. I am quite satisfied that many of them ought to be so accounted, and I, therefore, recommend that authority be given to the secretary to make such accounting for the future. These, together with new plans in contemplation, will not only make the **AMERICAN FEDERATIONIST** self-supporting, but in due time be a source of revenue to the American Federation of Labor.

But apart and beyond all these considerations, there is no question in the minds of any of our friends and fellow-unionists as to the effective work and agency the **AMERICAN FEDERATIONIST** is to our movement.

### INITIATIVE AND REFERENDUM.

For many years the American Federation of Labor has advocated the extension of the people's veto to practically all laws through the initiative and referendum. Two years ago in my annual report attention was directed to the way the referendum had been secured at Winnetka, Ills. That convention directed that the details be explained through the **AMERICAN FEDERATIONIST**, which was done, and I am glad to report substantial progress.

This Winnetka system, frequently termed 'the Rule-of-Procedure system, has been adopted and is in successful operation to-day in Detroit, Mich.; Toronto, Canada; Geneva, Ills.; Waco, Tex., and probably elsewhere. In Toronto and Geneva there is included a direct initiative. In Toronto and Waco this was installed by organized labor simply by questioning candidates. There was practically no expense and no partisan feeling. In State affairs, also, this idea has been making headway. Shortly after our convention of two years ago, at which the Winnetka system of questioning candidates was briefly outlined, the annual convention of the Missouri State Federation of Labor provided that all the candidates for the legislature should be questioned as to whether, if elected, they would vote to give the people of the State an opportunity to vote upon a constitutional amendment for the initiative and referendum. Success has crowned the action of the State Federation of Labor. The amendment submitted, applies the direct initiative and optional referendum to constitutional, statutory, and municipal law.

In Massachusetts the State Federation of Labor, with the assistance of the Grange, has secured the passage of a constitutional amendment for a modified form of the direct initiative to apply to the constitution of the State. The incoming legislature must approve the amendment before the people can vote upon it.

In several other Commonwealths, last year, the State Federation of Labor, by questioning candidates as to submitting a constitutional amendment for the initiative and referendum, succeeded in securing more than a majority in both houses; but as half the senators held over, it will require another year to secure the necessary two-thirds vote.

Last year the Missouri State Federation of Labor questioned the candidates for the National House and Senate as to whether, if elected, they would vote for rules of procedure for a people's veto and direct initiative, to be followed by constitutional amendment when practicable. Nine of the sixteen Congressmen elected answered in the affirmative, and in writing, as also did the newly elected Missouri Senator. In Illinois the newly elected Senator, in a letter, gave this pledge: "I favor any principle—I care not what it may be called—that will enlarge the power of the people on all questions, State and National, that affect the well-being of the citizens."

The effectiveness of questioning candidates as to popular issues which they are inclined to evade resulted in the approval of this non-partisan system by our last convention, and the extension of the system to national questions. Resolutions 121 and 140 provide for a National system for questioning the legislative candidates of all the parties as to National issues. This system has been put into operation, the subject-matter at present being our eight-hour bill and the anti-injunction bill. I suggest that the convention emphasize the importance of further action on this subject. Resolution 121 provides that the installation of the referendum and initiative in National affairs be also taken up.

The secret ballot, an achievement of labor, is in line with our work, but the power of the party machine has developed, and to such an extent that the only practical way to re-establish the will of the people is for the people to extend their right to a direct vote on legislative questions—extend their veto power by means of the referendum, and establish a right to a direct initiative. This final power in the people in place of the party machine restores to the representatives a right to individual action, uninstructed, resulting in the passage of bills in the interest of the whole people. In short, representative government is restored and greatly improved.

### NECROLOGY.

Several of our faithful fellow-workers and friends have passed the rubicon of the great beyond since last we met, fallen in the great struggle for humanity. Though our hearts may be sorely wounded by our losses by the hand of time and death, duty calls upon us and others to fall in and close ranks, and carry the banner of labor aloft and plant it upon the high towers of our work and aspirations, and unfurl it to the glad gaze of labor's expectant hosts.

### CONCLUSION.

Before concluding this report, it was my intention to enumerate some of the work and the duties which devolved upon me, but this I find to be out of the question. They are too numerous even for enumeration or reference. In my report to the Scranton convention I made mention of the ordinary duties of the President of the American Federation of Labor. In addition thereto has grown up a very large correspondence with students in all walks of life who are preparing themselves for a better understanding of the labor problem. Scarcely a day passes but that several letters are received containing numerous questions upon every phase of the labor movement and economic problems. Suffice it to say, that if the occupant of the position with which you have honored me desires to earnestly perform his duty at the office, in the field, responding to every possible call to be of assistance to our fellow-workers, the provision in the constitution referring to the President is aptly expressed where it says that "he shall be required to devote *all* his time to the interests of the Federation."

I can say but this, that in my all-absorbing purpose to serve the cause faithfully, earnestly, and sincerely, I have not spared myself in any regard, and have given without limit whatever strength, physically or mentally, with which I am possessed.

It is beyond my power to fittingly express in language to my fellow-unionists my high appreciation of the confidence which they have reposed in, and the respect which they have extended to me. My highest aim has always been, and will, I trust, always be, so long as life remains, to be of service to the greatest, noblest, all-inspiring work for the human family, the trade union movement of our country and time. For the hearty co-operation of my fellow-unionists everywhere, the men in official positions, the men in the ranks, I attest my grateful obligations; and to you this report is submitted, conscious of its defects to record much that it should contain, in the sincere hope that the matters therein, together with comments and recommendations, may commend itself to your serious, earnest, and, I trust, favorable consideration, that after we have adjourned from the labors of this great gathering of the representatives of the toilers of our country, we shall have earned and deserved that highest encomium from our fellow-men to-day and in the time to come, "Well done, thou good and faithful servants."

Fraternal submitted,

SAMUEL GOMPERS,  
President, American Federation of Labor.



## APPENDIX A.

## THE LABOR QUESTION IN THE PHILIPPINES.

The complaint of the American and foreign merchants in these islands that the labor to be had here is altogether inadequate has become acute, and the chambers of commerce representing the American, Spanish, English, German, and other foreign interests have sent a representative to the United States to invite an amendment to the present Congressional legislation which extends the Chinese exclusion act applicable to the United States to these islands, on the ground that it is necessary to admit Chinese for the business development of this country. On the other hand, it is quite apparent from the declarations of the Federal party and other political organizations in the Philippines, and from the vigorous manifesto of the only labor organization in the island, that there will be much opposition on the part of the Filipino people to the further admission of the Chinese. That this opposition has been chiefly to the competition which the Chinese have offered in the matter of stores and trading is obvious to any one who has looked into the question; but it would be unwise to infer from that that the introduction of Chinese laborers here would not be a very unpopular policy on the part of the Government.

The Chinese laborer becomes a merchant within a year or two after he reaches these islands, and then begins a competition with the Filipino tradesmen which in the end drives a Filipino out of business. Were there unlimited Chinese immigration into these islands I do not doubt that the tendency would be to relegate the Filipino to the position which the Malay occupies in the Straits Settlements. Most of the avenues of business would be commanded by the Chinamen as they now are in Singapore and the Straits Settlements, and the islands would ultimately become rather a Chinese country than a Filipino country. It is doubtless true that, were the doors open and the Chinamen allowed to come in freely, it would tend toward a much more rapid commercial and industrial development of these islands than we are now likely to have; but in this respect I think the merchants and others interested would be disappointed in the trend which affairs would take. It has not been possible in Borneo to introduce the Chinamen into the fields. He has declined to become a farmer or a farm laborer in that island; and as the conditions are very similar to those which prevail here, we may expect the same result. There are to-day, although there may be 150,000 Chinamen in the islands, but very few engaged either in farming or in laboring upon farms. The attention of the Chinamen is given either to coolie labor or skilled labor in cities, or to the tending of stores and to commercial business. It is quite possible that the admission of Chinamen would reduce the wages of the stevedores, of the domestic servants, and of coolies in the cities; but there is grave reason for doubting how efficient the Chinamen may be in the carrying on of farming operations.

During the year 1902 there has been a movement for the organization of labor in the city of Manila, which doubtless will spread to other parts of the islands. It has been regarded, because of abuses which have crept in, as an unmixed evil. I can not think it to be so. If properly directed, it may greatly assist what is absolutely necessary here, to wit, the organization of labor and the giving to the laboring class a sense of the dignity of labor and of their independence. Labor organization in the city of Manila is very much opposed to the introduction of Chinese labor, and their declarations upon this point will find ready acquiescence in the minds of all Filipinos with but few exceptions. The truth is, that from a political standpoint the unlimited introduction of Chinese into these islands would be a great mistake. I believe the objection on the part of the Filipinos to such a course to be entirely logical and justified. The development of these islands by Chinamen would be at the expense of the Filipino people, and they may very well resent such suggestion. The merchants and others who wish to invest here must take into consideration that labor is always likely, for some time, to be more expensive in these islands than it is in the United States per unit of product of labor.

Another phase of the labor question which does not seem to have had its proper weight with the merchants of Manila in their demand for the admission of Chinese coolies is the great obstacle which such a policy would present to the opening by the United States of its markets to Philippine products. The existence of cheap Chinese labor in these islands would furnish the strongest and most taking argument to those whose interests lead to their opposition to the reduction of the tariff, that the reduction would bring American labor and its products into direct competition with cheap Chinese labor and its products in these islands.

The evidence with respect to the efficiency and quantity of Filipino labor is quite conflicting. I append as exhibits (F 1 and F 2) to my report, the reports of Major Aleshire and Captain Butt in the quartermaster's department of the United States Army, who have had large numbers of

Filipino laborers under their control and who have been quite successful in making them useful. I append also the report of the municipal board, and report of the city engineer of Manila, who has employed a great many Filipinos constantly, and whose evidence, generally, supports that of Major Aleshire and Captain Butt. I append also, marked Exhibit F, the last report of the engineer upon the Benguet Road, which shows very great discouragement in the use of Filipinos for the construction of public works in the country.

I ought to add, on the other hand, that the manager of the Manila and Dagupan Railway Company has informed me that his road was constructed by Filipino labor almost entirely, except that at one time they brought in quite a number of Chinese for the construction of bridges and the work upon the piers. The Chinese did not prove to be satisfactory, and Filipino laborers had to be substituted. On the other hand, the merchants of Manila claim that they find it very difficult to secure satisfactory labor, or constant labor, and that the rates of wages are absurdly high. It is to be taken into consideration that these comparisons of wages and labor are made as to the efficiency with American labor, and as to reasonableness of price with the very low wages paid to Chinamen in Hong Kong. Everything is high in Manila. The cost of living is very high, and it is not surprising that the cost of labor should have risen. The very great increase in the foreign commerce and coastwise trade in these islands, together with the needs of the army and insular government, has caused a corresponding increase in the demand for all kinds of labor in and about commerce, so that the increase in wages and failure of the local labor supply are easily understood.

I do not think it would be just to the Filipinos, or a proper course for America in the development of this country, to do more than to extend to the commission the power to admit, upon reasonable restrictions, a certain limited number of skilled Chinese laborers, who may contribute to the construction of buildings and the making of other improvements, and who at the same time, by their labor, may communicate to Filipino apprentices the skill which the Filipinos so easily acquire. Such skilled laborers might be admitted under bond of their employers that they shall be returned to China at the end of three or five years, the bond containing a provision also that for every Chinaman imported and employed a Filipino apprentice should be employed. Further than this it seems to me that it would be unwise to go. But such a provision would probably bring about the establishment of ship yards here and other enterprises that now are impossible in the Philippines because the proper skilled labor is not to be had.

I am myself by no means convinced that Filipino labor may not be rendered quite useful. The conditions of war and of disturbance throughout the islands for six years have led the men to form loafing and gambling habits, and have interfered with their regular life of industry. Where such restlessness prevails, industry is apt to be absent. The Filipino laborers must be given three or four years before an intelligent and just verdict can be pronounced upon their capacity for effective labor. I am confident that it would be greatly better than the suffering merchants of Manila anticipate.

A just view of the future of labor in these islands can not be taken without considering the dependent condition of the Filipino laborers in Spanish times. Much of the labor was then forced, and there was not a single circumstance that gave dignity to it. The transition from such conditions to one where the only motive is gain must necessarily be attended with difficulty; but when the laborer shall come to appreciate his independence, when he shall know that his labor is not to be a badge of peonage and slavery, when American influences shall make him understand the dignity and importance attaching to labor under a free government, we may expect a great change for the better in the supply and character of labor. (Report of Governor Taft, October 1, 1902, to Philippine Commission.)



## SECRETARY'S REPORT.

*To the Officers and Delegates of the Twenty-third Annual Convention of the American Federation of Labor:*

**FELLOW WORKMEN**—I have the honor to submit to you report for the receipts and expenditures for the past twelve months, beginning October 1, 1902, and ending September 30, 1903.

It is with pardonable pride that I submit my report for the past fiscal year. In every particular it surpasses all previous records. The increase in membership for the past twelve months reached 440,800—a gain of nearly 50 per cent. The gain has been so unusual that it has led some to believe that the wage-workers are being organized too rapidly. A careful reading of the reports, which have been tabulated, will disclose the fact that the increase has been distributed among 113 international organizations and the local unions directly affiliated with the American Federation of Labor. The international organizations, as well as the American Federation of Labor, are in a better condition to protect their members than heretofore.

The affiliated organizations of the American Federation of Labor reported and paid upon 1,745,270 members for the month of September. The average membership for the twelve months ending September 30, was 1,465,600, as against 1,023,300 last year, and 285,800 in 1897.

The increase of the per capita tax at the Scranton convention, and the remarkable increase in membership during the past year, will increase receipts and enable the officers of the American Federation of Labor to place a still larger number of organizers in the field to strengthen local unions and adjust grievances.

Through its defense fund, for local trade and federal labor unions, the officers of the American Federation of Labor are in a position to give protection to very nearly 100,000 members. The international organizations have strengthened their lines of defense, and are to-day in a better position to protect their members than they have been in the past.

While the amount of money in the general fund upon the 1st of October this year is less than it was last year, yet, with \$22,616.72 in the general and \$63,396.40 in the defense fund, the American Federation of Labor has a greater amount in its treasury than ever before in its history. Ending the last month of the fiscal year with a membership of 1,745,270, the amount of per capita tax for the coming year will be much in excess of that of the past, and will enable the officers of the Federation to map out and carry forward a campaign to strengthen the unions now in existence and press the work of organizing in the unorganized districts, and place additional organizers in the West, South, and particularly in the great industrial centers where there are thousands upon thousands of wage-workers who do not understand the first rudiments of the benefits of the trade union, and who are to-day awakening to the fact that through the trade union they can secure improved conditions.

Total receipts were \$247,802.96, divided as follows: Per capita tax, \$124,950.58; supplies, \$35,141.35; *American Federationist*, \$27,718.43; assessment, \$19.45; defense fund, \$49,663.40; premium on bonds, \$529; appeal fund, \$9,780.75.

The expenses were \$196,015.57, \$51,787.39 less than the receipts. The receipts from per capita tax show a gain of \$45,847.46 over that received during the eleven months of last year. Receipts from supplies show an increase of \$9,257.06. Amount received from *American Federationist* shows increase of \$10,548.73.

## REPORT OF PROCEEDINGS

The following is a report of receipts and expenses for the twelve months, which have been published in detail in the *American Federationist*, and copy forwarded to each union:

## RECEIPTS.

Month.	Tax.	Supplies.	Federationist.	Assessment.	Defense fund.	Premium.	Appeal fund.
1902.							
October.....	\$12,765 65	\$2,505 44	\$2,393 42	\$5 30	\$3,816 19		
November.....	6,701 25	3,130 92	2,587 72	7 55	3,781 48		
December.....	6,324 31	3,564 50	2,071 05	2 15	3,953 29		
1903.							
January.....	6,352 58	2,806 38	1,133 99	4 45	3,947 35		
February.....	7,177 26	2,699 17	828 36		3,545 25		
March.....	11,867 10	3,166 23	2,037 98		4,811 75	\$110 50	
April.....	9,490 83	3,620 12	1,670 05		4,902 26	172 50	
May.....	14,521 90	3,229 72	1,174 74		4,150 23	53 25	\$9,172 10
June.....	8,586 92	3,098 07	995 45		4,209 70	50 75	502 95
July.....	9,400 76	2,555 89	756 82		4,189 90	40 00	
August.....	14,546 76	3,009 37	2,051 12		3,798 95	56 50	
September.....	17,215 26	1,755 54	10,017 73		4,557 05	45 50	105 70
Total.....	124,950 58	35,141 35	27,718 43	19 45	49,663 40	529 00	9,780 75

## EXPENSES.

Month.	General.	Federationist.	Defense fund.	Premium.	Appeal fund.
1902.					
October.....	\$8,901 75	\$7,156 86			
November.....	9,524 25	1,763 80			
December.....	10,277 79	3,323 89			
1903.					
January.....	9,580 28	596 96			
February.....	10,255 98	2,259 07			
March.....	16,184 44	8,478 29			
April.....	9,620 74	367 36	\$450 00		
May.....	16,740 67	4,260 75		\$250 40	\$9,172 10
June.....	9,520 55	4,541 04	1,196 00	59 20	502 95
July.....	11,911 56	2,500 46	1,004 00		
August.....	11,606 49	3,191 46	1,500 00		
September.....	12,227 04	4,443 74	1,940 00		105 70
Total.....	136,351 54	42,883 68	6,690 00	309 60	9,780 75

## RECAPITULATION

## RECEIPTS.

Balance on hand October 1, 1902.....	\$34,225 73
Per capita tax.....	\$124,950 58
Supplies.....	35,141 35
American Federationist.....	27,718 43
Assessment.....	19 45
Defense fund.....	49,663 40
Premium.....	529 00
Appeal fund.....	9,780 75
	<u>247,802 96</u>
	282,028 69

## EXPENSES.

General.....	\$136,351 54
American Federationist.....	42,883 68
Defense fund.....	6,690 00
Premium.....	309 60
Appeal fund.....	9,780 75
	<u>196,015 57</u>
Balance on hand, October 1, 1903.....	86,013 12
In General Fund.....	\$22,616 72
In Defense Fund.....	63,396 40
	<u>\$86,013 12</u>

Following is the grouping, as near as possible, under their several heads of the detailed monthly expenses:

<b>Appropriations:</b>	
Amalgamated Rubber Workers' Union.....	\$50 00
Georgia State Federation of Labor.....	100 00
Mrs. J. F. O'Sullivan.....	250 00
Glove Workers' Union.....	100 00
International Ladies' Garment Workers' Union.....	400 00
International Association of Glass House Employees.....	100 00
Federal Labor Union, No. 7295.....	100 00
Canadian Labor Congress.....	500 00
Texas State Branch.....	110 00
National Association of Blast Furnace Workers.....	100 00
Tennessee State Branch.....	50 00
International Union Horseshoers.....	500 00
International Shingle Weavers' Union.....	200 00
Railway Clerks' International Union.....	300 00
Brotherhood of Railway Expressmen.....	100 00
Federal Labor Union, No. 10351.....	22 80
Quarry Workers' Union.....	200 00
Iron and Heavy Hardware Employees, No. 10532.....	40 00
International Union Horseshoers.....	186 00
Contribution to International Metal Trades Council.....	200 00
<b>Rent.....</b>	<b>1,775 00</b>
Refund of charter fees returned, customs duties, supplies returned, and excess per capita tax.....	287 56
<b>Premiums:</b>	
Secretary's bond.....	20 00
Treasurer's bond.....	75 00
Fire insurance.....	15 00
Bonds, locals.....	309 60
Protested checks, Riggs' Bank.....	33 70
Legal services.....	125 00
Newspapers and magazines.....	189 54
Stamped envelopes.....	1,498 00
Freight and express.....	8,161 28
Telegrams and car tickets.....	1,262 67
Supplies for affiliated unions.....	15,645 45
Postage stamps.....	8,387 60
Special delivery stamps.....	70 00
Expenses members attending Executive Council meeting.....	2,914 80
Legislative expenses.....	1,426 82
Office fixtures.....	1,287 74
Organizing literature and printing.....	2,207 55
<b>New Orleans convention:</b>	
Incidental expenses.....	74 80
Stenographers.....	194 44
Services as messenger, sergeant-at-arms, and postmaster.....	284 00
Rent of hall.....	210 00
Printing and supplies.....	190 68
Printing proceedings.....	2,895 77
Expenses President and Secretary attending convention.....	121 85
<b>Salary:</b>	
President.....	2,775 00
Secretary.....	2,325 00
Treasurer.....	200 00
Clerk hire.....	7,283 14
Stenographers.....	12,685 95
Janitor service.....	21 50
Office supplies and printing.....	3,705 73
Printing officers' reports for Louisville convention.....	440 80
Legislative printing.....	89 50
Deposit on rent of hall for convention at Boston.....	100 00
Postal cards.....	202 50
<b>Expenses:</b>	
President.....	1,406 42
Secretary.....	133 29
Expenses fraternal delegates.....	897 20
Executive Council meetings.....	105 20
Auditing and credential committee.....	169 66
Incidental; meeting of Executive Council, committee room, telegrams, stamps, etc.....	79 31
<b>Defense fund.....</b>	<b>6,690 00</b>
<b>Appeal fund.....</b>	<b>9,780 75</b>
Organizing expenses.....	60,798 29
Printing and publishing <i>American Federationist</i> .....	42,883 68
<b>Total.....</b>	<b>\$186,015 57</b>

## CHARTER FEES.

During the twelve months ending September 30, 1923, fees have been received for 1,333 charters issued to National, state, Central, Local Trade, and Federal Labor Unions. Of this number 20 were granted to the following National and International Unions:

International Union of Flour and Cereal Mill Employes.  
 National Union of Shipwrights, Joiners, and Caulkers of America.  
 Amalgamated Rubber Workers' Union of America.  
 Order of Commercial Telegraphers.  
 Glass Workers' International Union of America.  
 Interior Freight Handlers and Warehousemen's Union of America.  
 International Association of Glass House Employes.  
 National Alliance of Bill Posters and Billers of America.  
 Machine Textile Printers' Association of America.  
 International Shingle Weavers' Union of America.  
 International Watch-Case Makers' Union.  
 International Hod Carriers and Building Laborers' Union of America.  
 International Association of Railway Clerks.  
 Brotherhood of Railway Expressmen of America.  
 International Union of Elevator Constructors.  
 International Slate and Tile Roofers' Union of America.  
 International Union of Slate Quarrymen, Splitters, and Cutters.  
 International Brotherhood of Tip Printers.  
 American Brotherhood of Cement Workers.  
 Quarrymen's International Union of North America.

State Branches as follows: Rhode Island, West Virginia and Vermont.

City Central Bodies as follows:

Alabama, Gadsden, Sheffield, Mobile, Decatur, Mobile.	Indiana—Continued. Laporte, Clay City, Hartford City, Jeffersonville, Posey County, Michigan City, Jacoenville, Bedford.	Minnesota, St. Cloud. Mississippi, McComb, Jackson, Vicksburg.	Ohio—Continued. Delaware, Middletown, Portsmouth, Cambridge.
Arkansas, Little Rock, Fort Smith, Hot Springs, Pine Bluff.	Indian Territory, Ardmore, Coalgate, Wilburton, Chickasha.	Missouri, Jefferson City, Novinger.	Oklahoma Territory, Guthrie, Enid, Lawton.
California, Salinas, Watsonville, Petaluma, Santa Cruz.	Iowa, Sioux City, Oelwein, Creston, Mason City, Davenport.	Montana, Havre.	Ontario, Canada, Sarnia.
Connecticut, New Britain, Middletown, Stamford, Bridgeport.	Kansas, Independence, Emporia, Junction City, Chanute.	Nebraska, Nebraska City.	Oregon, Sumpter, Pendleton.
Florida, West Palmbeach, Fernandina.	Kentucky, Ashland, Wheatcroft,	Nevada, Reno.	Pennsylvania, Columbia, Meyersdale, Ridgway, Titusville, Newcastle, St. Mary's, Clearfield.
Hawaii Territory, Honolulu.	Louisiana, Lake Charles.	New Hampshire, Keene, Berlin.	Harrisburg, Phillipsburg, Honesdale,
Illinois, Jacksonville, Pinckneyville, Carbondale, Johnson City, Charleston, Mattoon, East Chicago, Bloomington, Carterville, Desoto, Dixon, Pontiac, Decatur, DeKalb and Sycamore, Batavia, Blue Island, Harrisburg, Trinton, Staunton, Mount Olive, Savanna, Mt. Carmel, Metropolis, Paris.	Maine, Augusta, Hallowell and Gardiner, Rumford Falls, Bath, Bangor.	New Jersey, Atlantic City, Camden, Vineland.	Stroudsburg and East Stroudsburg.
Indiana, Matthews, Shelbyville,	Maryland, Cumberland, Hagerstown.	New Mexico, Roswell.	Porto Rico, Aguadilla.
	Massachusetts, Malden, Gardner, Leominster, Rockland.	New York, Albany, Ballston Spa, Kingston, Ilion, Sandy Hill, Herkimer, Niagara Falls, Fort Edward, Penn Yan, Glens Falls, Yonkers, Corinth, Salamanca, Port Jervis, Ticonderoga, Brooklyn, Cohoes.	Rhode Island, Newport, Westerly.
	Michigan, Petoskey, Port Huron, Manistee, Pontiac, Ypsilanti, Wyandotte, Escanaba, Adrian, Three Rivers, Mt. Clemens.	North Carolina, Durham, Rocky mount.	Texas, Beaumont.
		Ohio, Wellsville, Marion, Norwalk, Bellevue, Fremont, Springfield, Wayne County, St. Marys, Kenon.	Vermont, Middlebury, Bellows Falls.
			Virginia, Lynchburg.
			Washington, Everett, Walla Walla.
			West Virginia, Morgantown, Parkersburg, Charleston, Hinton.
			Wisconsin, Lake Geneva, Depere, Chippewa Falls, Watertown.

**CHARTERS.**—An almost complete report from the secretaries of our International Organizations furnish us with the information that there has been issued during the past year 7,385 charters; 1,877 charters surrendered—764 of the charters surrendered were locals of International Unions and 1,048 affiliated direct with the American Federation of Labor. Of the latter number, 465 were suspended for non-payment of per capita tax, 470 joined International Organizations of their craft and calling, and 6 were revoked.

**STRIKES.**—Full and complete reports have been received from almost every International Organization and from 388 local unions, which show that there were 1,620 strikes, in which there were 213,780 members involved; of that number 157,759 were benefited and 10,754 not benefited. The total cost of strikes reported on was \$2,788,311.98. The following tabulated statement and report from 114 International Organizations shows that there was a total gain in membership of 495,495, of which number 15,000 is contained in the local trade and federal labor unions chartered direct by the American Federation of Labor.

ORGANIZATIONS.	Char- ters issued.	Char- ters surren- dered.	Gain in mem- ber- ship.	No. of strikes won.	Strikes com- pro- mised.	Strikes pend- ing.	Strikes lost.	Reduc- tion in hours per day.	Per cent increase in wages.	No. in- volved.	No. ben- eited.	No. worst- ed.	Dona- tions to other unions.	Cost of strikes.
A. F. of L. local unions.....	1,322	1,048	15,000	84	49	21	5	14	.....	6,855	6,785	1,679	\$6,238 41	\$19,278 05
Actors.....	8	.....	100	3	2	.....	1	.....	.....	6,000	6,000	.....	.....	5,000 00
Automobile Mechanics.....	77	15	9,000	84	80	2	2	.....	.....	3,464	2,260	887	500 00	9,765 00
Bakers.....	115	16	7,638	85	23	4	10	1	1 1/2	3,464	2,260	887	500 00	10,000 00
Barbers and Confectioners.....	136	14	5,874	.....	.....	.....	.....	.....	.....	350	400	80	200 00	2,000 00
Bill Posters.....	1	.....	1,000	3	2	.....	.....	.....	.....	400	400	.....	.....	10,000 00
Blacksmiths.....	130	10	8,000	4	4	.....	.....	.....	a	700	600	100	.....	67,405 53
Blast Furnace Workers.....	15	6	500	5	8	.....	.....	.....	15	9,572	15,670	380	850 00	1,498 00
Bookbinders.....	193	21	8,855	78	60	15	.....	.....	d	474	1,472	.....	1,100 00	9,988 00
Bookmakers.....	22	8	2,438	15	13	.....	1	.....	f	1,285	1,085	50	21,000 00	38,521 25
Boot and Shoe Workers.....	85	20	15,601	4	5	.....	.....	.....	.....	1,800	1,800	1,200	112,000 00	46,380 00
Brewery Workmen.....	59	2	2,500	10	8	2	1	.....	5 to 10	5,800	750	80	.....	28,780 00
Brick, Tile and Terra Cotta Wks.....	30	13	3,834	16	12	.....	.....	.....	15	200	140	60	.....	350 00
Broom Makers.....	50	20	2,000	10	8	.....	.....	.....	.....	49,000	.....	.....	.....	155,962 18
Carpenters, Brotherhoad.....	543	79	38,602	185	134	29	15	7	g	1,500	1,984	.....	800 00	16,645 00
Carpenters, Amalgamated.....	17	2	2,010	8	5	2	2	1	7 1/2	2,773	2,542	.....	.....	7,841 00
Carriage and Wagon Workers.....	27	.....	1,503	53	25	5	.....	.....	13 1/2	243	.....	.....	.....	5,589 13
Carvers.....	2	.....	7	11	.....	.....	2	21	.....	2,542	.....	.....	.....	.....
Car Workers.....	130	7	14,065	11	11	.....	.....	.....	.....	25	.....	.....	.....	1,205 90
Cement Workers.....	.....	.....	5,500	.....	.....	.....	.....	.....	.....	9,251	9,186	65	.....	20,752 12
Chainmakers.....	56	13	8,751	147	132	10	5	.....	10	250	250	.....	.....	1,000 00
Clerks.....	250	2	20,000	2	6	2	.....	.....	12 1/2	1,800	2,500	.....	.....	+10,000 00
Cloth Hat and Cap Makers.....	14	6	539	8	2	.....	.....	.....	8	580	440	.....	.....	1,967 37
Coopers.....	35	.....	1,800	23	13	6	.....	4	5 p. c.	.....	.....	.....	.....	.....
Commercial Telegraphers.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	10,000	8,000	2,000	350 00	6,296 35
Curtain Operatives, Lace.....	165	34	14,000	46	40	2	.....	4	25	798	.....	.....	.....	.....
Electrical Workers.....	18	.....	621	8	3	.....	.....	.....	q	.....	.....	.....	.....	.....
Elevator Constructors.....	13	10	50	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Engineers, Hoisting.....	93	14	9,055	.....	.....	.....	.....	.....	.....	7,946	7,874	100	1,500 00	11,725 00
Engineers, Steam.....	109	7	12,000	18	15	2	1	.....	15 to 50	2,350	1,175	80	500 00	500 00
Firemen, Stationary.....	74	.....	8,400	7	4	1	.....	.....	30	220	140	.....	75 00	1,050 90
Flour and Cereal Mill Employees.....	50	2	7,000	2	1	.....	.....	.....	i	400	.....	.....	.....	18,125 00
Freight Handlers.....	50	2	8,400	7	4	1	.....	.....	.....	.....	.....	.....	.....	.....
Garment Workers, United.....	75	21	25,000	10	8	.....	.....	.....	25	.....	.....	.....	.....	.....



# Charters and Strikes—Continued.

ORGANIZATIONS.	Char- ters surren- dered.	Gain in mem- ber- ship.	No. of strikes	Strikes won.	Strikes com- pro- mised.	Strikes pend- ing.	Strikes lost.	Reduc- tion in hours per day.	Per cent increase in wages.	No. in- volved.	No. ben- e- fited.	No. wors- ed.	Dona- tions to other unions.	Cost of strikes.
Garment Workers, Ladies.....	36	500	169	135	20	1	5	1	20 to 30	2,500	2,000	1,500	\$300 00	\$8,500 00
Glass Bottle Blowers.....	10	500	1							356			224,000 00	
Glass House Employees.....	10	600											200 00	6,800 00
Glass Workers, Amalgamated.....	26	429	11	3		6	2	1	10	1,455	485	160	200 00	500 00
Glass Snappers.....	33	1,000	4	4					37½	300	300		200 00	1,000 00
Glove Workers.....	36	3,146	3		1		2		12	1,700	1,300			
Gold Beaters.....	36	1	1	1					90	384	327	57	160 00	
Granite Cutters.....	4		18	17		1			2	2,350	2,350		3,500 00	200 00
Grinders, Table Knife.....	11	1,750	2	2			1		57		30	17	723 00	798 00
Hatters.....	1		1			1				2,000	2,000			2,000 00
Hod Carriers and Bldg Laborers.....	100	9,288	7	3	4			1	5 to 10	2,000	2,000			35,000 00
Horseshoers.....	30	1,200	23	13	5		5		50 p.w.k.	1,800	1,800	275		27,800 00
Hotel and Restaurant Employees	278	25,747	23	18	2		3	10 p. c.		21,325	30,000	382	20,500 00	
Iron, Steel and Tin Workers	61										5,000			11,500 00
Jewelry Workers	4		2	2				r		900				
Laithers.....	72	2,260						k		3,000	2,188	561		6,073 26
Laundry Workers.....	82	5,190	16	8	4		4	1	1	1,900	1,900	11	1,900 00	12,946 00
Leather Workers, United.....	37	1,800	28	20	1		3	1		6,000	6,000			5,461 80
Leather Workers, Amal.....	46	3,000	4	3	2					1,200	1,200			
Longshoremen.....	171	20,000	4	2				6 p. c.	8	1,200	1,200			
Machinists.....	125	15,000	150	90	20	30	10	**	++	7,000	10,000	300	20,000 00	154,118 46
Machine Printers.....	1	60	9	1	8					49	400		300 00	22,000 00
Maintenance of Way Employees.....	145	4,900	2	1	1					800	800		50 00	6,000 00
Marble Workers.....	20	1	7	6				2%	10	3,000	1,600		1,000 00	40,000 00
Metal Cutters and Butcher Wkrmn	140	24,000	19	9	4		6		++	10,000	7,500		500 00	42,287 46
Metal Polishers.....	97	7	75	40	20		3			2,000	1,800	200		8,984 40
Metal Workers, Amal.....	115	8,520	18	11	3		4			2,000	1,900	20	400 00	7,500 00
Metal Workers, United.....	57	7,000	31	28	2		1	1	17½	2,000	1,900			
Metal Workers, United.....	2		1	1					12½	20	20	3		
Mine Managers.....	690	110,586											1,200 00	1,450,504 80
Mine Workers, United.....	165	1,700	1	1				2	20c. p. dy	800	1,500		704 40	144,131 19
Mine Workers, Mineral.....	77		52	10	5	31	6							
Molders, Iron.....	12													
Musicians.....	115	1,000												
Oil and Gas Well Workers	2	163												
Painters.....	318	20	175	85			25	12½ p. c.	12½	20,000	17,000	3,000	5,000 00	39,070 00
Painters.....	18	16,169	12	4	2	3	3	6	10	4,000	3,000	300	5,000 00	10,100 00
Patent Makers.....	16	7,575	15		4	11			zz	1,000	1,000			5,000 00
Paving Cutters.....	14	5							5 to 15	3,240	2,757	280	225 00	
Piano and Organ Workers	13	8	6	2		2	2	1	10					
Plumbers Association.....		2,360												
Plumbers.....	12	7,000	78	60	2		2			2,000	2,000			30,000 00
Plate Printers.....	1	2,950	2	2		2			10	40				391 00
Printers.....	9	380	2	2					12½	55	55		1,000 00	391 00
Powder and High Exp. Wkrs.....	7	96	1	1						46	108		150 00	100 00

# Association, Textile

Acetylene, Textile	4	1,220	20	1	1	1	1	1	1	21	200 00		
Acetylene, Textile	4	40	40	1	1	1	1	1	1	40	800		
Acetylene, Textile	23	1,550	1	1	1	1	1	1	1	88	700	88	
Acetylene, Textile	4	4,000	1	1	1	1	1	1	1	4,109	2,000	800	12,870 00
Acetylene, Textile	82	19,000	17	10	4	3	1	1	1	2,284	1,125	149	3,466 40
Acetylene, Textile	23	2,000	1	1	1	1	1	1	1	10	10		
Acetylene, Textile	14	1,400	7	1	1	1	1	1	1	10	10		
Acetylene, Textile	1	5,997	3	1	1	1	1	1	1	10	400	400	200 00
Acetylene, Textile	48	1,300	21	19	2	1	1	1	1	2	2,000	2,000	
Acetylene, Textile	51	4,200	1	1	1	1	1	1	1	21	21		
Acetylene, Textile	14	450	7	5	2	1	1	1	1	10	300	300	11,570 00
Acetylene, Textile	12	500	80	28	1	1	1	1	1	650	800	2,000	25,000 00
Acetylene, Textile	10	236	1	1	1	1	1	1	1	25 to 50 %	800	2,000	8,000 00
Acetylene, Textile	6	147	7	5	2	1	1	1	1	37	23		
Acetylene, Textile	88	3,000	40	32	1	1	1	1	1	30	50 00		52 80
Acetylene, Textile	388	18,200	1	1	1	1	1	1	1	4,500	4,200	70	84,443 85
Acetylene, Textile	76	4,000	2	1	1	1	1	1	1	21			
Acetylene, Textile	10	349	6	5	1	1	1	1	1	1,800			10,000 00
Acetylene, Textile	2	150	1	1	1	1	1	1	1	300	280	20	
Acetylene, Textile	5	883	12	9	1	1	1	1	1	25	200 00		
Acetylene, Textile	8	820	12	9	3	1	1	1	1	10			
Acetylene, Textile	4	800	18	6	5	7	1	1	1	5 to 40	800		4,000 00
Acetylene, Textile	159	6,067	18	6	5	7	1	1	1	397	202	55	15,028 42
Acetylene, Textile	31	2,200	12	7	4	1	1	1	1	470	350	80	3,500 00
Acetylene, Textile	1	20	1	1	1	1	1	1	1	10			
Acetylene, Textile	1	26											
Acetylene, Textile	83	11,000											
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\* Cut out night and Sunday work and secured double time for holidays and Sundays. † New York City alone. ‡ In strikes still pending.  
 ‡ 50 cents per day in California; 7 per cent on new agreement in New England States. ‡ New York strike costs \$200 per week. ‡ Nine-hour day for 25,000 men.  
 ‡ Affecting 50,000 men. ‡ \$300,000 per month. ‡ \$2,000,000 per year. ‡ \$2,600 per month.  
 ‡ \$20,000 per year. ‡ 8 hours in Missouri. ‡ One hour in 23 cities, 2 hours in 12 cities. ‡ d 10 to 20 per cent in 103 cities. ‡ 97 men gained 1 hour.  
 ‡ \$1 to \$5 per week. ‡ Five without strike. ‡ 83% per cent for 1,000 men. ‡ \$5,725 per year. ‡ j 1 hour per week. ‡ 5 hours per week.  
 ‡ Nine-hour day to 25,000 members in Chicago. ‡ m 25 cents to 50 cents per day. ‡ n 2% cents to 5 cents per hour. ‡ o 25 cents to 40 cents per day,  
 aggregating \$11,000. ‡ p 30 per cent work 8 hours. ‡ q \$8.00 per mo. in Indiana. ‡ r Nine-hour day in five cities. Hamilton (Ont.), 52-hour week, Toronto,  
 reduced 8 hours per week for 200.

## REPORT OF PROCEEDINGS

American Federation of Labor (Trade and Federal Labor Unions).—Gain in membership during fiscal year, 15,000; number of charters issued, 1,322; number of charters surrendered, 1,043; number of strikes, 84; won, 49; compromised, 21; lost, 14; pending, 5; number of persons involved, 6,355; benefited, 6,785; worsted, 1,679; cost of strikes, \$19,278.05.

The following tabulated statements give in detail the gain in wages, reduction in hours of labor, number of strikes, number of persons involved, and cost of strikes:

One hundred and fifty-seven Trade and Federal Labor Unions reported gains in wages. Of these—

- 32 reported gains of from 2½ to 10 per cent.
- 12 reported gains of from 10 to 25 per cent.
- 3 reported gains of from 25 to 50 per cent.
- 60 reported gains of from 5 to 25 cents per day.
- 28 reported gains of from 25 to 75 cents per day.
- 4 reported a gain of \$1 per day.
- 12 reported a gain of from 1½ cent to 15 cents per hour.
- 6 reported a gain of from \$1.25 to \$2 per week.

Of the 92 local Trade and Federal Labor Unions reporting a reduction in the hours of labor—

- 14 reported reductions up to one hour per day.
- 76 reported reductions of from 1 to 4 hours per day.
- reported reductions of from 1 to 5 hours per week.

Sixty-one unions reported a total number of 84 strikes. Of these—

- 48 reported 1 strike each.
- 8 reported 2 strikes each.
- 2 reported 3 strikes each.
- 3 reported from 4 to 5 strikes each.

Of the 61 unions reporting strikes—

- 33 reported having won 1 strike each.
- 7 reported having won 2 strikes each.
- 1 reported having won 3 strikes.

Out of a total of 61 unions reporting strikes only—

- 9 reported having suffered 1 strike lost each.
- 1 reported having suffered 5 strikes lost.
- 15 reported having compromised 1 strike each.
- 3 reported having compromised 2 strikes each.
- 6 strikes are still pending.

A careful study of the above-tabulated statements in regard to strikes will show that 55 per cent of the strikes entered into by Trade and Federal Labor Unions for better wages and better conditions of employment resulted in victory to the unions; that 23 per cent were compromised, but which resulted in benefits to the unions; that about 6 per cent were still pending settlement on the 1st of October, 1903, and that only 15 per cent were lost to the unions.

The total number of persons involved in the 84 strikes was 6,355, distributed as follows:

- 42 unions reported from 1 to 100 persons involved.
- 12 unions reported from 100 to 500 persons involved.
- 1 union reported 650 persons involved.
- 1 union reported 2,500 persons involved.

Of the total number of persons involved in the strikes, 6,785 were benefited, distributed as follows:

- 29 unions reported from 1 to 100 persons benefited.
- 14 unions reported from 100 to 500 persons benefited.
- 1 union reported 600 persons benefited.
- 1 union reported 2,500 persons benefited.

Out of a total number of 6,355 persons involved in the strikes, only 1,679 were reported worsted.

- 13 unions reported from 1 to 100 persons worsted.
- 1 union reported 1,400 persons worsted.

These tables show that nearly 77 per cent of the persons involved in strikes carried on by

local Trade and Federal Labor Unions were benefited; that nearly 2 per cent are unaccounted for and that only about 21 per cent were worsted.

The total amount of money expended by Trade and Federal Labor Unions in strikes during the last fiscal year amounts to \$19,278.05. This amount was reported by unions as follows:

- 13 unions report strikes costing up to \$100.
- 14 unions report strikes costing from \$100 to \$500.
- 1 union reports strikes costing \$617.30.
- 5 unions report strikes costing from \$1,000 to \$5,000.

### INTERNATIONAL UNIONS.

**Actors.**—Charters issued, 8; gain in membership, 100. Number of strikes, 3; won, 2; pending, 1. Donations to other unions, furnished talent gratis to 37 labor organizations.

**Allied Metal Mechanics.**—Charters issued, 77; surrendered, 15. Gain in membership, 9,000. Number of strikes, 34; won, 30; compromised, 2. Number of persons involved, 6,000; benefited, 6,000. Advantages gained without strikes, increase in pay and reduction in the hours of labor for about 3,000. Cost of strikes, \$5,000.

**Bakers.**—Charters issued, 115; surrendered, 16. Gain in membership, 7,638. Number of strikes, 35; won, 23; compromised, 4; lost, 1; pending, 10. Number of persons involved in strikes, 3,464; benefited, 2,287; worsted, 897. Gain in wages, about 20 per cent. Reduction in hours, 1½ hour per day. Gains in other respects, established day work in three large cities and use of the union label. Cost of strikes, \$9,300, and \$375 to the sufferers in Kansas City, Mo., and East St. Louis, Ill. Death benefits, \$448.15. Death benefits, members' wives, \$150. Sick benefits, \$2,425.33. Donations to other unions, \$500.

**Barbers.**—Charters issued, 136; surrendered, 14.

**Bill Posters and Billers of America.**—Charters issued, 18; surrendered, 1. Gain in membership, 1,000. Number of strikes, 3; won, 2; lost, 1. Number of persons involved, 350; benefited, 320; worsted, 80. Total gains in wages, \$23,000 a year on two strikes. Reduction in hours, cut out night and Sunday work and secured double time for holidays and Sundays. Cost of strikes, \$2,000. Death benefits, \$300. Sick benefits, \$500. Donations to other unions, \$200.

**Blacksmiths.**—Charters issued, 130; surrendered, 10. Gain in membership, 8,000. Number of strikes, 4; won, 4. Number of persons involved, 400; benefited, 400. Gain in wages, about 10 per cent. Reduction in hours, 1 hour per day. Gains in other respects, substantial gains in shop conditions. Cost of strikes, \$10,000.

**Blast Furnace Workers and Smelters.**—Charters issued, 15; surrendered, 6. Gain in membership, 500. Number of strikes, 5; won, 3; compromised, 1; lost, 1. Number of persons involved, 700; benefited, 600; worsted, 100. Total gains in wages, 15 per cent, Ironton, Ohio. Reduction in hours, 8-hour workday in Missouri. Advantages gained without strikes, 10 per cent in several places.

**Boilermakers and Iron Ship Builders.**—Charters issued, 171; reissued, 22; surrendered, 21. Gain in membership, 8,855. Number of strikes, 78; won, 60; compromised, 15; lost, 3. Number of persons involved in strikes, 9,872; benefited, 15,670; worsted, 380. Gains in wages, 10 per cent to 20 per cent in 103 cities. Reduction in hours, 1 hour per day in 23 cities, 2 hours per day in 12 cities. Gains in other respects, regulating apprentices and shop rules and regulations. Cost of strikes, \$67,405.53. Advantages gained without strikes, 10 to 20 per cent in 8 cities, and 1 hour less per day. Donations to other unions, \$850.

**Bookbinders.**—Charters issued, 22; surrendered, 8. Gain in membership, 2,438. Number of strikes, 15; won, 13; pending, 2. Number of persons involved, 474; benefited, 1,472. Gains in wages, \$1 to \$5 per week. Reduction in hours, 97 men gained one hour per day. Cost of strikes, \$9,696. Advantages gained without strikes, for 700 men in Chicago; 500 men in New York. Death benefits, \$3,400; donations to other unions, \$1,100.

**Boot and Shoe Workers.**—Charters issued, 85; surrendered, 20. Gain in membership, 15,601. Number of strikes, 8; won, 5; pending, 1; lost, 2. Number of persons involved, 1,285; benefited, 1,085; worsted, 50; cost of strikes, \$38,521.25. Advantages gained without strikes, increase of wages, shorter hours and better system. Death benefits, \$5,400; sick benefits, \$53,404.22; donations to other unions, \$21,000.

**Brewery Workers.**—Charters issued, 53. Gain in membership, 2,500. Number of strikes, 4; won, 3; lost, 1. Number of persons involved, 1,800; benefited, 600; worsted, 1,200. Gain in wages, 5 to 10 per cent. Reduction of hours, 10 to 9, and 9 to 8 hours. Cost of strikes, \$46,380. Traveling benefits, \$12,702; unemployed benefits, \$20,000. Donations to other unions, \$112,000.

- Brick, Tile, and Terra Cotta Workers.**—Charters issued, 50; surrendered, 2. Gain in membership, 3,834. Number of strikes, 16; won, 12; compromised, 2; lost, 1. Number of persons involved, 5,800; benefited, 750; worsted, 80. Gain in wages, 6 per cent. Cost of strikes, \$28,760. Advantages gained without strikes, shorter hours.
- Broommakers.**—Charters issued, 30; surrendered, 13. Gain in membership, 1,100. Number of strikes, 10; won, 8; lost, 2. Number of persons involved, 200; benefited, 140; worsted, 60. Gain in wages, 15 per cent. Gains in other respects, better conditions. Cost of strikes, \$350.
- Carpenters and Joiners, Brotherhood.**—Charters issued, 543; surrendered, 79; gain in membership, 88,602. Number of strikes, 185; won, 134; compromised, 29; lost, 7; pending, 15; number of persons involved, 49,000; cost of strikes, \$156,992.18. Death benefits, \$149,194.12; death benefits, members' wives, \$19,965; donations to other unions, \$29,412.16.
- Carpenters, Amalgamated Society.**—Charters issued, 17; surrendered, 2; gain in membership, 2,010. Number of strikes, numerous; number of persons involved, 1,500; lost, 3; cost of strikes, \$16,645. Advantages gained without strikes, 5 cents per hour and reduction in working day.
- Carriage and Wagon Workers.**—Charters issued, 27. Gain in membership, 1,508. Number of strikes, 8; won, 5; compromised, 2; lost, 1. Number of persons involved, 2,773; benefited, 1,964. Total gain in wages, 7½ per cent. Reduction of hours, 1 hour in seven cities where strikes were on. Cost of strikes, \$7,841. Advantages gained without strike, the nine-hour day in twelve cities. Donations to other unions, \$300.
- Carvers, Wood.**—Charters issued, 2; gain in membership, 276. Number of strikes, 53; won, 25; compromised, 5; lost 21; number of persons involved, 243; cost of strikes, \$5,589.13. Death benefits, \$3,550. Amount expended for tool insurance, \$689.70.
- Car Workers.**—Charters issued, 130; surrendered, 7. Gain in membership, 14,095. Number of strikes, 11; won, 11. Number of persons involved, 2,542; benefited, 2,542. Total gain in wages, 12½ per cent. Advantages gained without strikes, nearly every lodge has reached agreement with employers, bettering their conditions and increasing their wages.
- Cement Workers.**—Gain in membership, 5,500. Donations to other unions, not any by A. B. of C., but a large amount aggregating nearly \$5,000 by various locals.
- Chainmakers.**—Charters surrendered, 1; number of strikes, 1; number of persons involved, 25; gains in other respects, 5 per cent in wages, compromised without strike; cost of strikes, \$1,205.
- Cigarmakers.**—Charters issued, 56; surrendered, 13; gain in membership, 3,751. Number of strikes, 147; won, 132; compromised, 10; lost, 5; number of persons involved, 9,251, 8,165 unionists, 1,086 non-unionists. Benefited, 9,188; worsted, 65; gain in wages, 10 per cent to 30 per cent; cost of strikes, \$20,752.12. Death benefits, \$130,000; death benefits, members' wives, \$3,576.00; sick benefits, \$131,482.14; traveling expenses, \$44,157.68; unemployed benefits, \$5,472.37.
- Clerks, Retail.**—Charters issued, 250; surrendered, 2. Gain in membership, 20,000. Number of strikes, 2; won, 2. Number of persons involved in strikes, 250; benefited, 250. Reduction in hours, 14 hours per week. Gains in other respects, recognition. Cost of strikes, \$1,000. Advantages gained without strikes, shortening hours. Death benefits, members' wives, \$6,500.
- Coat Hat and Cap Makers.**—Charters issued, 14; surrendered, 2. Gain in membership, 559. Number of strikes, 6; won, 6. Number of persons involved in strikes, 1,800; benefited, 2,500. Gain in wages, 12½ per cent; reduction in hours, 1 hour per day by certain locals. Gains in other respects, certain locals one-half day Saturday during summer months. Cost of strikes, \$10,000 in New York City alone. Advantages gained without strikes, increase of wages. We had strikes in nearly every local this year, and we were successful all along the line. Certain strikes were to force non-union capmakers to join our organization, but most of the strikes were for increase of wages, which were gained by the entire membership, although only two-thirds were engaged in the struggle. The amount of six strikes given is only the amount where the duration of the strike lasted over one week.
- Coopers.**—Charters issued, 35; surrendered, 6. Gain in membership, 1,800. Number of strikes, 23; won, 13; compromised, 6; lost, 4. Number of persons involved, 580; benefited, 440. Gain in wages, 8 per cent; reduction of hours, 5 per cent. Cost of strikes, \$1,987.37. Gains without strikes, 75 per cent gained by peaceful means.
- Electrical Workers.**—Charters issued, 165; surrendered, 34. Gain in membership, 14,000. Number of strikes, 46; won, 40; compromised, 2; lost, 4. Number of persons involved, 10,000; benefited, 3,000; worsted, 2,000. Gains in wages, 25 per cent. Reduction of hours, 1 hour. Cost of strikes, \$6,296.35. Advantages gained without strikes, shorter hours. Death benefits, \$8,700.
- Elevator Constructors.**—Charters issued, 8. Gain in membership, 621. Number of strikes, 3; compromised, 3. Number of persons involved, 799. Advantages gained without strikes, 10 per cent increase in wages.

- Engineers, Coal Hoisting.**—Charters issued, 13; surrendered, 10. Gain in membership, 50. Advantages gained without strikes, average increase in wages of \$3 per month in the State of Indiana. Sick benefits, \$300. Donations to other unions, \$350.
- Engineers, Steam.**—Charters issued, 93; surrendered, 14. Gain in membership, 9,055. Advantages gained without strike, shorter hours and increase in wages.
- Engravers, Watch Case.**—Gain in membership, 20. Number of strikes compromised, 1. Total gain in wages, 10 per cent. Death benefits, \$825; traveling benefits, \$250. Donations to other unions, \$500.
- Firemen, Stationary.**—Charters issued, 109; surrendered, 7. Gain in membership, 12,000. Number of strikes, 18; won, 15; compromised, 2; pending, 1. Number of persons involved, 7,946; benefited, 7,874. Gains in wages, 15 to 50 per cent. Reduction in hours, in every case from 12 to 8. Cost of strikes, \$11,725. Advantages gained without strikes, better conditions for 6,000. Donations to other unions, \$1,500.
- Flour and Cereal Mill Employees.**—Charters issued, 74; surrendered, none. Gain in membership, 3,400. Number of strikes, 6 and 1 pending; won, 4; compromised, 1; lost, 1. Number of persons involved, 2,250; benefited, 175; worsted, 100. Gain in wages, 30 per cent. Reduction in hours, 33½ per cent reduction for 1,000 men. Gains in other respects, recognition of 32 local unions. Cost of strikes, \$500. Advantages gained without strikes, shorter hours and higher wages. Donations to other unions, \$500.
- Freight Handlers and Warehousemen, Interior.**—Charters issued, 50; surrendered, 2. Gain in membership, 7,000. Number of strikes, 2; won, 1. Number of persons involved in strikes, 220; benefited, 140; worsted, 80. Gain in wages, \$5,725.16. Gains in other respects, better conditions for the men and pay for overtime. Cost of strikes, \$1,050.90. Advantages gained without strikes, an increase of 4 per cent. Death benefits, \$2,500; death benefits, members' wives, \$50; sick benefits, \$40; traveling benefits, \$500; unemployed benefits, \$12. Donations to other unions, \$75.
- Garment Workers, United.**—Charters issued, 75; surrendered, 21. Gain in membership, 25,000. Number of strikes, 10; won, 8; lost, 2. Number of persons involved, 400. Total gains in wages, 25 per cent. Reduction of hours, 1 hour per day. Cost of strikes, \$18,125.
- Garment Workers, Ladies.**—Charters issued, 36; surrendered, 1. Gain in membership, 500. Number of strikes, 160; won, 135; compromised, 20; lost, 5. Number of persons involved in strikes, 2,500; benefited, 2,000; worsted, 500, not worsted but not benefited, as they are mostly strikes which are still pending. Gain in wages, 20-30 per cent for season. Reduction in hours, in San Francisco from 10-9, Saturday half holiday. Gains in other respects, recognition of union, etc. Cost of strikes, \$3,500. Donations to other unions, over \$300.
- Glass Bottle Blowers' Association.**—Gain in membership, 500. Number of strikes, strike at Bridge-ton and Minotolo, N. J., on Sept. 1, 1902, still on. Number of persons involved in strike, 350; reduction in hours, one hour per week; cost of strike, \$224,000; death benefits, \$40,000.
- Glass-House Employees.**—Charters issued, 10; surrendered, 1; gain in membership, 600; gain in wages, 5 per cent. Reduction in hours, average of about ½ hour. Donations to other unions, \$200.
- Glass Snappers, Window.**—Charters issued, 33; number of strikes, 4; won, 4; number of persons involved, 300; benefited, 300; gain in wages 37½ per cent. Reduction in hours, always worked 7-1-6 hours. Gains in other respects, recognition of union throughout the industry. Cost of strikes, \$500. Advantages gained without strikes, nearly all. Death benefits, \$250; sick benefits, \$1,000. Traveling benefits, \$750. Donations to other unions, \$200.
- Glass Workers, Amalgamated.**—Charters issued, 26; surrendered, 2; gain in membership, 429. Number of strikes, 11; won, 3; lost, 2. Number of persons involved in said strikes, 1,455; benefited, 485; worsted, 160. Gain in wages, 10 per cent increase. Reduction in hours, one hour per day. Cost of strikes, \$6,800. Advantages gained without strikes, to 300 men. Death benefits, \$350.
- Glove Workers.**—Charters issued, 36; surrendered, 1. Gain in membership, 3,146. Number of strikes, 3; compromised, 1. Number of persons involved, 1,700; benefited, 1,300. Gain in wages, 12 per cent. Cost of strike, \$1,000. Traveling benefits, \$109. Unemployed benefits, \$4,100.
- Gold Beaters.**—Charters issued, 4. Gain in membership, 30. Strikes won, 1; persons involved, 384; benefited, 327; worsted, 57. Gain in wages, 90 per cent; gains in other respects, girls eliminated from the trade, 82. Donations to other unions, \$160.
- Granite Cutters.**—Charters issued, 11; surrendered, 4 (owing only to jobs ending). Gain in membership, 1,750. Number of strikes, 18; won, 17; pending, 1; persons involved, 2,350; benefited, 2,350. Gain in wages, 50 cents a day in New York City and in California, also 7 per cent in New England States. Reduction in hours, previously had 8 hours maximum workday. Cost of strikes, not over \$200. Advantages gained, 7 per cent increase. Death benefits, \$12,750. Donations to

other unions, \$3,500. We have first-class agreements in every branch of our national union, nearly all of which contain a clause that disputes which may arise under the agreement shall be settled by conference or arbitration, and that during the term of said agreement in as far as points are concerned covered by it, there shall neither be strikes nor lockouts. These conditions to a very great extent make for peace and continuity of operation between workmen and employers and therefore reduce to a minimum the conditions which heretofore brought about indiscriminate strikes or lockouts. Our organization strictly adheres to the spirit of these agreements and by so doing has the respect of employers, builders, and architects, but above and beyond all the predominating qualifications which help to make the prestige of our organization strong are fair observance of discipline and strict unity among our members and the availability of financial support from a large national fund at headquarters.

**Grinders, Table Knife.**—Charters surrendered, 1; loss in membership, 17; number of strikes, 2; won, 1; lost, 1. Number of persons involved, 57; benefited, 30; worsted, 17. Cost of strikes, \$798. Gains in other respects, recognized by all manufacturers. Death benefits, \$80.

**Hatters, United.**—Number of strikes, 1. Donations to other unions, \$723.

**Hod Carriers and Building Laborers.**—Charters issued, 100. Gain in membership, 9,288. Number of strikes, 3; won, 3; compromised, 4. Number of persons involved, 2,000; benefited, 2,000. Gains in wages, 5 to 10 per cent. Reduction in hours of labor, 10 to 9 hours. Cost of strikes, \$2,000. Traveling benefits, \$500. Material gains in other respects.

**Horseshoers.**—Charters issued, 80; charters surrendered, 10. Gain in membership, 1,200. Number of strikes, 23; won, 13; compromised, 5; lost, 5. Number of persons involved, 2,000; benefited, 1,800; worsted, 275. Cost of strikes, \$35,000. Gains in other respects, two of our large unions received increase in pay of 50 cents per day.

**Hotel and Restaurant Employees.**—Charters issued, 278; surrendered, 61. Gain in membership, 25,747. Number of strikes, 23; won, 18; compromised, 2; lost, 3. Number of persons involved, 21,325; benefited, 30,000; worsted, 382. Gains in wages will average about 50 cents a week. Gain in reduction of hours about 10 per cent. Gains in other respects, agreements with employers, half day Labor Day; 10 per cent of membership make the latter gain; a number of agreements on hours and wages. Cost of strikes, \$27,800. Death benefits, \$9,800. Death benefits, members' wives, \$2,500. Sick benefits, \$19,785. Donations to other unions, \$20,500.

**Jewelry Workers.**—Charters issued, 4. Number of strikes, 2; 1 lockout; won, 2. Number of persons involved, 900; benefited, 5,000. Reduction in hours: Toronto, 20 gained a reduction of 3 hours per week; Newark, 5,000 reduced hours from 10 to 9 per day. Advantages gained without strike: Buffalo, gained 9-hour day, abolished piecework, limited number of apprentices, secured recognition of shop committee; Minneapolis, 9-hour day; Boston, 9-hour day and 5 per cent increase; Hamilton, Ont., gained 52-hour week (as a result of Toronto); Chicago, 9-hour day; Detroit (no local), 9-hour day (as a result of Chicago). Cost of strikes: strikes, \$3,500; lockout, \$8,000. Death benefits, \$1,000. Sick benefits, \$1,400.

**Lathers, Wood, Wire, and Metal.**—Charters issued, 72; charters surrendered, 8. Gain in membership, 2,260. Death benefits, \$3,400. Reports received from the various localities show that increased wages were received by the majority of locals going on strike. Others were compromised; only in a few instances were strikes a failure.

**Laundry Workers, Shirt, Waist, and.**—Charters issued, 82; charters surrendered, 12. Gain in membership, 5,190. Number of strikes, 16; won, 8; compromised, 4; lost, 4. Number of persons involved, 3,000; benefited, 2,188; worsted, 561. Gains in wages, about 3 per cent. Reduction of hours, 12 per cent of membership gained average reduction of 5 hours per week. Cost of strikes, \$6,073.26. Advantages gained without strikes, increased wages, better shop conditions.

**Leather Workers on Horse Goods.**—Charters issued, 37; charters surrendered, 2. Gain in membership, 1,800. Number of strikes, 23; won, 20; compromised, 1; lost, 3, and 4 pending. Number of persons involved, 1,800; benefited, entire jurisdiction indirectly and all strikers materially; worsted, one local of 11 members. Gains in wages, entire jurisdiction not less than \$115,000. Gains in reduction of hours, from 10 to 9 in many localities. Cost of strikes, \$12,946. Gains in other respects, prestige and recognition of immense value for future work. Advantages gained without strikes, recognition and 7 per cent increase in wages. Death benefits, \$2,500; sick benefits, \$13,980; traveling benefits, \$1,625.90. Donations to other unions through locals, \$1,900.

**Leather Workers, Amalgamated.**—Charters issued, 46; surrendered, 5. Gain in membership, 3,000. Number of strikes, 4; won, 3; compromised, 1. Number of persons involved, 6,000; benefited, 6,000. Reduction of hours, 1 hour per day. Gains in other respects, for 3,000 men in Chicago. Cost of strikes, \$5,464.80. Advantages gained without strikes, advanced wages.

- Longshorem.**—Charters issued, 171. Gain in membership, 20,000. Number of strikes, 4; won, 2; compromised, 2. Number of persons involved, 1,200; benefited, 1,200. Gain in wages, 8 per cent. Gains in reduction of hours, 6 per cent.
- Machine Printers and Color Mixers.**—Charters issued, 1. Gain in membership, 60. Number of strikes, 1; won, 1; compromised, 8. Number of persons involved, 49; benefited, the whole trade. Cost of strike, \$22,000. Gains in other respects, forced our contract. Donations to other unions, \$300.
- Machinists.**—Charters issued, 125; surrendered, 6. Gain in membership, 15,000. Number of strikes, 150; won, 90; compromised, 20; lost, 10; pending, 30. Number of persons involved, 7,000; benefited, directly, 10,000; indirectly, trade generally; worsted, 300. Gain in wages, average 10 per cent, affecting 50,000 men. Reduction of hours, 9-hour day for 25,000 men. Gain in other respects, improved conditions of employment in the trade. Cost of strikes, \$154,118.46. Advantages gained without strikes, reductions in hours, increased wages, etc. Death benefits, \$13,525. Sick benefits, \$15,250, paid by locals. Traveling benefits, \$9,947, paid by locals. Unemployed benefits, \$16,604, paid by locals. Donations to other unions, \$20,000.
- Maintenance of Way Employees.**—Charters issued, 145; surrendered, 30. Gain in membership, 4,900. Number of strikes, 2; won, 1; compromised, 1. Number of persons involved, 400; benefited, 400. Total gains in wages through strike, \$6,000. Cost of strikes, \$6,000. Advantages gained without strikes, \$800,000 annual increase. Death benefits, \$12,000. Death benefits, members' wives, \$8,000. Unemployed benefits, \$2,000. Donations to other unions, \$500.
- Marble Workers.**—Charters issued, 20; surrendered, 1. Gain in membership, 700. Number of strikes, 7; won, 6. Number of persons involved, 800; benefited, 800. Gains in wages, 10 per cent. Reduction of hours, 1 hour per day. Donations to other unions, \$200.
- Meat Cutters and Butcher Workmen.**—Charters issued, 140; surrendered, 4. Gain in membership, 24,000. Number of strikes, 19; won, 9; compromised, 4; lost, 6. Number of persons involved, 3,000; benefited, 1,600; worsted, none. Where strikes were lost conditions have been better since. Gain in wages, about \$300,000 per month. Reduction of hours,  $2\frac{1}{2}$  hours per day. Gains in other respects, recognition by our employers, better sanitary conditions, improved surroundings and better treatment. Cost of strikes, \$40,000. Advantages gained without strikes, increased wages, shorter hours and better conditions. Donations to other unions, \$1,000.
- Metal Polishers.**—Charters issued, 97; surrendered, 7. Gain in membership, 2,000. Number of strikes, 75; won, 40; lost, 3. Number of persons involved, 10,000; benefited, 75 per cent. Cost of strikes, \$42,287.46. Death benefits, \$7,450. Donations to other unions, \$500.
- Metal Workers, Sheet.**—Charters issued, 115; surrendered, 14. Gain in membership, 8,520. Number of strikes, 18; won, 11; compromised, 3; lost, 4. Number of persons involved, 2,000; benefited, 1,800; worsted, 200. Cost of strikes, \$8,984.40. Death benefits, \$4,500.
- Metal Workers, United.**—Charters issued, 87; surrendered, 1. Gain in membership, 7,000. Number of strikes, 31; won, 23; compromised, 2; lost, 1. Number of persons involved, 2,000; benefited, 1,900; worsted, 20. Gain in wages, average  $17\frac{1}{2}$  per cent. Reduction of hours, 9-hour day for 25,000 members in Chicago without strike. Gain in other respects, 10 per cent gained without strike in Chicago. Cost of strikes, \$7,500. Advantages gained without strikes, agreement signed with Metal Manufacturing Association, Chicago. Death benefits, \$750. Donations to other unions, \$400.
- Mine Managers and Assistants.**—Charters issued, 2; surrendered, 2. Number of strikes, 2; won, 1; compromised, 1. Number of persons involved, 20; benefited, 20; worsted, 3. Gain in wages,  $12\frac{1}{2}$  per cent. Reductions of hours, have 8 hours. Advantages gained without strikes,  $12\frac{1}{2}$  per cent where organized.
- Mine Workers, Mineral.**—Charters issued 17. Gain in membership, 1,700. Number of strikes, 1; won, 1. Number of persons involved, 800; benefited, 1,500. Gain in wages, 20 cents per day. Reduction of hours, 2 hours per day. Cost of strikes, \$800. Death benefits, \$200. Accident benefits, \$375.92. Donations to other unions, \$704.40.
- Mine Workers, United.**—Charters issued, 690; surrendered, 165. Gain in membership, 110,536. Donations to other unions, \$1,200.
- Molders, Iron.**—Charters issued, 72; surrendered, 12. Number of strikes, 52; won, 10; compromised, 5; lost, 6. Cost of strikes, \$144,131.19. Advantages gained without strikes, shorter hours and increased wages. Death benefits, \$44,589.49. Sick benefits, \$164,703.25.
- Musicians.**—Charters issued, 115; surrendered, 3. Gain in membership, 1,000.
- Oil and Gas Well Workers.**—Charters issued, 5; surrendered, 2. Gain in membership, 163. Sick benefits, \$1,005.



- Painters and Decorators.**—Charters issued, 318; surrendered, 20. Gain in membership, 16,169. Number of strikes, 200; won, 175; compromised, 85; lost, 25. Number of persons involved, 20,000; benefited, 17,000; worsted, 8,000. Total gains in wages, 12½ per cent (368 unions received increased wages). Total reduction of hours, 12½ per cent. Gains in other respects, Saturday half-holiday and shorter hours Saturday. Advantages gained without strikes, 303 demands. Cost of strikes, \$30,000. Death benefits, \$30,307; death benefits, members' wives, \$8,060; traveling benefits, \$10,000; unemployed benefits, \$30,000. Donations to other unions, \$5,000.
- Papermakers.**—Charters issued, 94; surrendered, 18. Gain in membership, 7,000. Number of strikes, 12; won, 4; compromised, 2; pending, 8; lost, 8. Number of persons involved, 4,000; benefited, 3,000; worsted, 800. Gain in wages, about 10 per cent. Reductions of hours, 6 hours. Gains in other respects, use of our label in 6 mills. Cost of strikes, \$10,000. Advantages gained without strikes, shorter hours in several mills. Unemployed benefits, \$200. Donations to other unions, \$5,000.
- Patternmakers.**—Charters issued, 18; surrendered, 5. Gain in membership, 875. Number of strikes, 15; compromised, 4; pending, 11. Number of persons involved, 1,000; benefited, nearly all. Gain in wages, 25 and 50 cents per day. Reductions of hours, 9-hour day. Cost of strikes, \$5,000. Death benefits, \$500. Sick benefits, \$2,300. Tool insurance, \$375. Unemployed benefits, \$200.
- Paving Cutters.**—Charters issued, 14. Gain in membership, 751; gain in wages from 5 per cent to 15 per cent. Reduction of hours, 200 men reduced from 9 to 8. Gains in other respects, 700 of our members have the 8-hour day. Donations to other unions, \$225. Beginning September 4, 1903, we will pay a funeral benefit of \$75.
- Piano and Organ Workers.**—Charters issued, 18; surrendered, 3. Gain in membership, 2,300. Number of strikes, 6; won, 2; pending, 2; lost, 2. Number of persons involved, 3,240; benefited, 2,757; worsted, 230. Gains in wages, 10 per cent. Reduction of hours, from 10 to 9 hour day. Gains in other respects, extra pay for overtime. Advantages gained without strikes, the hour day.
- Plate Printers, Steel and Copper.**—Charters issued, 1. Gain in membership, 250. Number of strikes, 2; pending, 2. Number of persons involved, about 40. Cost of strikes, about \$1,800.
- Plumbers.**—Charters issued, 12. Number of strikes, 78; won, 60; compromised, 2; lost, 2. Number of persons involved, 2,000; benefited, 2,000. Cost of strikes, \$30,000. Death benefits, \$3,400; sick benefits, \$14,710.
- Potters, Operative.**—Charters issued, 9; surrendered, 2. Gain in membership, 380. Number of strikes, 2; won, 2. Number of persons involved, 55; benefited, 55. Gain in wages, 10 per cent for ware-room women. Gains in other respects, working conditions improved. Cost of strikes, \$391. Advantages gained without strikes, 9-hour day. Donations to other unions, \$1,000.
- Powder and High Explosive Workers.**—Charters issued, 7; surrendered, 2. Gain in membership, 96. Number of strikes, 1; won, 1; number of persons involved, 46; benefited, 108. Gain in wages, 12½ per cent. Cost of strikes, \$100. Advantages gained without strikes, average increase of 8 per cent. Donations to other unions, \$150.
- Print Cutters' Association.**—Charters issued, 4. Gain in membership, 40. Number of strikes, 1; won, 1. Number of persons involved, 40; benefited, 300. Unemployed benefits, \$300. Donations to other unions, \$200.
- Printers, Textile.**—Gain in membership, 20. Number of strikes, 1; strikes pending, 1. Number of persons involved in strike, 21.
- Railroad Telegraphers.**—Charters issued, 23; surrendered, 2. Advantages gained without strikes, \$1,500,000 in wages. Death benefits, \$37,800.
- Railway Clerks.**—Charters issued, 23; surrendered, 1. Gain in membership, 1,550. Number of strikes, 1; lost, 1. Number of persons involved, 33; benefited, 700; worsted, 33. Gain in wages, \$2,600 per month. Gain in other respects, recognition by 12 railroad companies. Material per cent gained reduction of hours. Advantages gained without strikes, 12.
- Railway Employees, Street and Elec.**—Charters issued, 82; surrendered, 8. Gain in membership, 19,000. Number of strikes, 17; won, 10; lost, 3; pending, 4. Number of persons involved, 4,109; benefited, about 2,000; worsted, 800. Gain in wages, estimates about \$2,000,000 per year. Reduction of hours, impossible to say—gains affecting at least 15,000 people. Gains in other respects, many improvements in working conditions. Cost of strikes, \$12,870. Death benefits, \$3,525. Sick benefits, \$8,273.22, paid by locals. Donations to other unions, \$9,586.21.
- Railway Expressmen.**—Charters issued, 4; gain in membership, 4,000; death benefits, \$350; sick, benefits, \$200; traveling benefits, \$150; unemployed benefits, \$100.
- Rubber Workers.**—Charters issued, 14; surrendered, 1. Number of strikes, 7; won, 2; compromised, 1; pending, 4. Number of persons involved, 2,264; benefited, 1,125; worsted, 149. Gains in wages, an average of 10 per cent in some sections. Considerable gains in other respects. Cost of strikes \$3,496.40. Number of advantages gained without strikes.

- Sawsmiths.**—Charters issued, 1; number of strikes, 1; won, 1; number of persons involved, 10; benefited, 10; death benefits, \$1,500. At the death of a member in good standing we assess each and every member \$1, to be paid to nearest relative. The sawsmiths, through their organizations, in the past four or five years have gained an increase in wages from 50 cents to \$1 a day. Enforced 9-hour day and a great many reforms in the different shops without resorting to strikes. Only one strike, at Cincinnati, with the Disston firm, which was won.
- Seamen's.**—Charters issued, 6; gain in membership, 5,697; advantages gained without strikes, increase in wages generally.
- Shingle Weavers.**—Charters issued, 43; gain in membership, 356; number of strikes, 8; won, 1; compromised, 2; number of persons involved, 400; benefited, 400; gains in wages, 10 per cent; gains in other respects, general increase of wages throughout the States. Donations to other unions, \$200.
- Shipwrights, Joiners, and Caulkers.**—Charters issued, 51; charters surrendered, 1. Gain in membership, 4,200. Number of strikes, 21; won, 19; compromised, 2. Number of persons involved, 2,000; benefited, 2,000. Gain in wages, from 2½ cents per hour to 5 cents per hour. Reduction in hours, mostly from 10 to 9. We found that a large percentage of the shipbuilding yards were still working 10 hours, and our aim has been to reduce said hours from 10 to 9 and from 9 to 8 where possible.
- Slate and Tile Roofers.**—Charters issued, 14; revoked, 1. Gain in membership, 450. Number of strikes, 7; won, 5; compromised, 2. Number of persons involved, 300; benefited, 300. Gains in wages, about 10 per cent. Cost of strikes, about \$11,500. Death benefits, \$400; death benefits, members' wives, \$400; traveling benefits, \$1,200.
- Slate Quarrymen, Splitters, and Cutters.**—Gain in membership, 200. Number of strikes, 1; won, 1; Number of persons involved, 21; benefited, 21. Gains, a general increase in wages. Advantages gained without strikes, increase of wages and better treatment. Traveling benefits, \$10.
- Spinners, Mule.**—Number of strikes, 2; compromised, 1; lost, 1. Number of persons involved, 650. Cost of strikes, \$25,000.
- Stage Employees.**—Charters issued, 12; surrendered, 1. Gain in membership, 500. Number of strikes, 30; won, 26; pending, 4. Number of persons involved, 800; benefited, 2,000. Gains in wages 25 to 50 per cent. Cost of strikes, \$8,000.
- Stereotypers and Electrotypers.**—Charters issued, 10. Gain in membership, 236.
- Stove Mounters.**—Charters issued, 6; surrendered, 4. Gain in membership, 147. Number of strikes, 7; won, 5; pending, 2. Number of persons involved, 37; benefited, 23. Death benefits, \$1,000.
- Tackmakers.**—Number of strikes, 1; pending, 1. Number of persons involved, 30. Donations to other unions, \$50.
- Tailors.**—Charters issued, 86; surrendered, 4. Gain in membership, 3,000. Number of strikes, 40; won, 32; lost, 8; pending, 5. Number of persons involved, 4,500; benefited, 4,200; worsted, 70 still out, 230. Gains in wages, average of 6 per cent. Cost of strikes, \$34,443.35. Advantages gained without strikes, 6 per cent for 5,000 members. Death benefits, \$7,125.
- Teamsters.**—Charters issued, 386.
- Textile Workers, United.**—Charters issued, 76; charters surrendered, 30. Gain in membership, 4,000. Number of strikes, 2; lost, 2. Number of persons involved in strike, 1,800. Cost of strike, \$10,000. The number of members affected by strikes, as stated in this statement, applies only to members, and does not give the number of people affected. In the strike in Lowell, Mass., there were 18,000 persons involved, and the cost of the same would probably approximate \$25,000. The textile unions of Fall River have paid out within the last three months to their members for stoppages caused by the speculative movement in cotton the sum of \$20,000. This is exclusive of death benefits and accident claims.
- Tile Layers and Helpers, Ceramic and Encaustic.**—Charters issued, 9, and 1 reorganized. Gain in membership, 349. Number of strikes, 6; won, 5; lost, 1. Number of persons involved, 300; benefited, 280; worsted, 20. Gain in wages, to helpers in one instance, 25 cents per day, to balance, 40 cents per day, aggregating about \$11,000. Gains in other respects, signed agreements for two years in two instances, where formerly only a verbal agreement prevailed. Advantages gained without strikes, advance in wages in 10 cases. Donations to other unions, \$500, exclusive of amounts donated by local unions.
- Tin Plate Workers.**—Charters issued, 2. Gains in reduction of hours of labor, 30 per cent work 8 hours, 70 per cent, 10 and 11 hours. Improved conditions of work. These gains without strike.
- Tip Printers, Intl. Brotherhood.**—Charters issued, 5. Gain in membership, 150. Total gain in wages 25 per cent; in reduction of hours of labor, 7½ hours. Advantages gained without strike; increase in pay, shorter hours. Donations to other unions, \$200.

## REPORT OF PROCEEDINGS

- Tobacco Workers.**—Charters issued, 18; surrendered, 11. Gain in membership, 938. Gain in wages, some places have gained 10 per cent. Some locals have reduced hours to 9. Conditions better in some localities. Death benefits, \$750; sick benefits, \$5,242.50.
- Trunk and Bag Workers.**—Charters issued, 8. Gain in membership, 820. Number of strikes, 12; won, 9; pending, 3. Number of persons involved in strikes, 1,090; benefited, 800 (this also includes number benefited without strike). Gain in wages, 600 members secured increase from 5 per cent to 40 per cent. Gains in reduction of hours of labor, 500 members secured 9 hours (400 striking for 9 hours). Gains in other respects, 8 cities gained increase without strike, 10 per cent to 20 per cent. Cost of strikes, \$4,000. Advantage gained without strike, 3 cities gained 9-hour day. Donations to other unions, \$500. Sick and death benefits paid by locals, \$2,000.
- Tube Workers.**—Charters issued, 4. Gain in membership, 800. Advantages gained without strikes, 9-hour day for 700 men. Donations to other unions, \$730 from International. Gains in other respects, increase in wages from 5 per cent to 15 per cent in voluntary increases for our total membership.
- Typographical Union, International.**—Charters issued, 159; suspended, 20. Gain in membership, 6,067. Number of strikes, 18; won, 6; pending, 5; lost, 7. Number of persons involved in strikes, 397; benefited, 202; worsted, 55. Death benefits, \$30,940. Donations to other unions, \$2,500. From the defense fund there was paid during the fiscal year the following sums: To local unions, \$15,023.42; expenses of officers and organizers settling disputes, organizing unions, \$17,664.49; copyright law committee, legal advice, etc., \$78.50. In addition to the foregoing we collected and transmitted \$8,135.31 to Los Angeles union on account of the *Times* assessment.
- Upholsterers.**—Charters issued, 81; surrendered, 3. Gain in membership, 2,200. Number of strikes, 12; won, 7; pending, 4; lost, 1. Persons involved in strikes, 470; benefited, 350; worsted, 30. Gains in reduction of hours, 10 to 9 hours per day. Cost of strikes, \$3,500. Advantages gained without strike, 9-hour day in 5 cities.
- Weavers, Elastic Goring.**—Charters surrendered, 1. Unemployed benefits, \$50. Donations to other unions, \$280.
- Wire Weavers.**—Gain in membership, 26. Death benefits, \$800. For sick benefits, \$542. Donations to other unions, about \$350.
- Wood Workers.**—Charters issued, 93; surrendered, 41. Gain in membership, 11,000. Cost of strikes, \$3,462.50. Death benefits, \$4,296.91. Nearly all strikes this year have been successful.

I herewith furnish a table, giving the receipts and expenditures for the past 23 years:

Year.	Receipts.	Expenditures.
1881.....	\$174 95	\$186 20
1882.....	125 00	252 25
1883.....	690 19	352 32
1884.....	336 22	365 07
1885.....	564 08	450 68
1886.....	474 11	510 68
1887.....	1,939 82	2,074 89
1888.....	4,512 55	3,988 67
1889.....	6,838 40	6,578 83
1890.....	23,849 74	21,070 67
1891.....	17,702 36	13,190 07
1892.....	17,834 51	18,324 60
1893.....	20,864 62	21,388 86
1894.....	15,346 43	17,302 08
1895.....	13,751 75	15,612 43
1896.....	16,290 18	15,452 95
1897.....	18,639 92	14,118 88
1898.....	18,894 15	19,197 17
1899.....	36,757 13	30,569 23
1900.....	71,125 82	68,378 39
1901.....	115,220 89	118,708 89
1902.....	144,496 21	119,068 74
1903.....	247,802 96	196,015 57

# **BENEFITS PAID TO MEMBERS BY INTERNATIONAL ORGANIZATIONS DURING THE PAST YEAR.**

Organizations.	Death benefits.	Death benefits, member's wife.	Sick benefits.	Traveling benefits.	Tool in- surance.	Unem- ployed benefits.
Bakers.....	\$448 15	\$150 00	\$2,425 33			
Bill Posters.....	300 00		500 00			
Bookbinders.....	3,400 00					
Boot and Shoe Workers.....	5,400 00		53,404 22			
Brewery Workers.....				\$12,702 00		\$20,000 00
Carpenters, Brotherhood.....	119,194 12	19,965 00				
Carvers.....	3,550 00				\$689 70	
Cigarmakers.....	130,000 00	3,576 00	131,482 14	44,157 08		5,472 37
Clerks, Retail.....		6,500 00				
Electrical Workers.....	8,700 00					
Engineers, Coal Hoisting.....			300 00			
Freight Handlers.....	2,500 00	50 00	40 00	500 00		12 00
Glass Bottle Blowers.....	40,000 00					
Glass Workers, Amal.....	350 00			750 00		
Glass Snappers, Window.....	250 00		1,000 00	109 00		4,100 00
Glove Workers.....						
Granite Cutters.....	12,750 00					
Grinders, Table Knife.....	80 00					
Hod Carriers & B'ld'g Lab'rs.....				500 00		
Hotel & Restaurant Empl's.....	9,800 00	2,500 00	19,785 00			
Jewelry Workers.....	1,000 00		1,400 00			
Lathers.....	3,400 00					
Leather Workers, United.....	2,560 00		13,980 00	4,625 00		
Machinists.....	13,525 00		15,250 00	29,947 00		16,604 00
Maintenance of Way Empl's.....	12,000 00	8,000 00				2,000 00
Metal Polishers.....	7,450 00					
Metal Workers, United.....	750 00					
Metal Workers, Sheet.....	4,500 00		5,375 92			
Mine Workers, Mineral.....	200 00		164,703 25			
Molders, Iron.....	44,589 49		1,095 00			
Oil and Gas Well Workers.....				10,000 00		30,000 00
Painters.....	30,307 00	6,060 00				200 00
Papermakers.....			2,300 00		375 00	200 00
Patternmakers.....	500 00					
Plumbers.....	3,400 00		14,710 00			800 00
Print Cutters.....						
Railway Em., Street & Elec.....	3,525 00		28,273 22			100 00
Railway Expressmen.....	350 00		250 00	150 00		
Saw Smiths.....	1,500 00					
Slate and Tile Rooters.....	400 00	400 00		1,200 00		
Stove Mounters.....	1,000 00					
Tailors.....	7,125 00					
Telegraphers, Railroad.....	37,800 00					
Tobacco Workers.....	750 00		5,242 50			
Typographical Union.....	30,940 00					
Watch Case Engravers.....	825 00			250 00		
Weavers, Elastic Goring.....						50 00
Weavers, Wire.....	600 00		542 00			
Wood Workers.....	4,296 91					
Total.....	580,015 67	47,201 00	437,058 58	84,891 58	1,064 70	79,538 37

a Paid by locals.

b Accidents.

## **CHARTERS ISSUED, 1897, 1898, 1899, 1900, 1901, 1902, 1903.**

	In- terna- tional.	State.	Cent- ral.	Federal and Trade Unions.	Total.
.....	8	2	18	189	217
.....	9	0	12	182	203
.....	9	1	35	405	450
.....	14	5	96	734	849
.....	7	4	123	782	916
.....	14	6	127	877	1,024
.....	20	3	171	1,139	1,333
.....	81	21	582	4,308	4,992

Federal Labor Unions issued..... 396  
Local Trade Unions issued..... 743

## MEMBERSHIP.

To more forcibly bring to the attention of the delegates the remarkable growth in the membership during the past seven years, I have prepared the following table, showing the voting strength of the affiliated unions of the American Federation of Labor for the years 1896 up to and including 1903. This table is based upon the average membership reported or per capita tax paid to the American Federation of Labor by the affiliated organizations:

Organization.	1896.	1897.	1898.	1899.	1900.	1901.	1902.	1903.
Actors' National Protective Union.....								11
Allied Metal Mech. Int'l.....		6	7	9	22	3	5	113
Amal. Asso. of Marine Water Tenders, etc.....	12							†
American Agents' Association.....	13	11	7	9	*		*	
Bakers' and Confectioners' International.....	89	20	21	31	45	64	102	154
Barbers' National Union.....	18	22	30	40	69	116	160	206
Bill Posters.....								10
Blacksmiths, International Brotherhood of.....		8	3	5	15	35	43	70
Boilermakers and Iron Shipbuilders.....	25	18	22	27	51	73	95	178
Boot and Shoe Workers' Union.....	120	125	94	43	47	88	146	297
Bookbinders, International Brotherhood of.....			26	28	36	53	70	81
Bottle Blowers' Asso. of U. S. and Canada.....				42	42	47	59	61
Brass and Composition Metal Workers.....		7						*
Brewery Workmen, National Union.....	75	100	100	107	183	235	291	300
Brickmakers' Alliance, National.....	10	8	5	10	14	17	41	55
Broommakers' Union, International.....	1	1	1	3	4	8	9	11
Carpenters and Joiners, Amalgamated.....	16	16	16	18	20	26	32	45
Carpenters and Joiners, United Bro. of.....	200	200	200	200	200	400	800	1,090
Carriage and Wagon Workers.....	8	5	5	7	13	25	31	49
Carvers' Union, International Wood.....			9	12	18	20	23	24
Car Workers, International Association of.....						10	24	128
Cement Workers.....								55
Chainmakers' National Union.....					2		6	6
Cigar-makers' International Union.....	280	269	266	270	321	339	347	383
Clerks, Order of Railway.....					5	6		†
Clerks, International Protective Asso., Retail.....	16	27	50	75	200	250	300	500
Cloth Hat and Cap Makers, United.....						20	20	25
Clothingmakers, Special Order of.....						60		*
Commercial Telegraphers.....								10
Coopers' International Union.....	9	9	15	27	38	49	57	72
Coremakers' International Union.....		5	7	10	12	12	12	b
Curtain Operatives, Amalgamated, Lace.....	2	2	3	3	4	4	5	5
Electrical Workers, International Bro.....	13	17	20	20	48	73	115	183
Elevator Constructors.....								21
Engineers, National Union of Steam.....		7	12	18	27	48	65	142
Engineers, Amalgamated Society of.....			19	18	18	18	19	*
Engineers, National Bro. of Coal Hoisting.....				5	7	10	8	9
Firemen, International Bro. of Stationary.....				11	24	41	62	143
Freight Handlers and Warehousemen, Interior.....								48
Flour and Cereal Mill Employes.....								21
Furniture Workers of America, Internl.....	11							†
Furriers' Union of U. S. and Canada.....	5							†
Furnace Workers and Smelters of America.....						14	9	15
Garment Workers of America, United.....	53	40	43	42	74	154	243	457
Glass Workers' Union, Flint.....		78	70	75	80	72	71	***
Glass Flatteners' Asso. of N. A. Window.....			5	6	6		†	†
Glass Cutters' League of America, Window.....			8	8			†	†
Glass Workers' International Asso., Amal.....					2	8	7	20
Glass House Employes.....								6
Glass Snappers, Window.....								9
Glove Workers.....								30
Gold Beaters' Protective Union, National.....		5	5	5			8	3
Grinders' National Union, Table Knife.....	2	2	2	3	2	2	2	3
Granite Cutters' National Union.....	41	45	46	48	59	70	82	91
Hatters of North America, United.....	60	60	60	60	60	73	80	85
Hod Carriers and Building Laborers.....								83
Horseshoers of United States and Canada.....	20	20	20	20	21	23	28	41
Hotel and Restaurant Employes.....	13	15	25	20	48	103	191	391
Iron and Steel Workers, Amalgamated.....	80	80	80	80	80	80	150	151
Iron Workers, Bridge and Struct., Intl. Asso.....						60	†	100
Jewelry Workers' International.....					9	9	10	24
Ladies' Garment Workers, International.....						20	21	30
Lathers, International Union of, W. W. and Metal.....					6	14	23	44
Leather Workers on Horse Goods.....	1	1	4	10	21	32	42	48
Leather Workers of America Amal.....						3	22	36
Longshoremen's Association of United States.....	40	50	80	130	200	250	347	400
Machinists' Union of America, International.....	140	140	100	136	225	325	355	488
Machine Printers and Color Mixers.....								4
Maintenance of Way Employes, Intl. Bro. of.....							46	87

## Membership—Continued.

Organization.	1896.	1897.	1898.	1899.	1900.	1901.	1902.	1903.
Marble Workers, International Association of .....							5	12
Meat Cutters and Butcher Workmen .....		11	10	17	32	55	84	253 ✓
Metal Workers' Intl. Asso., Amal. Sheet .....				15	29	45	66	126
Metal Polishers, Buffers and Platers, etc .....	35	36	42	48	50	56	84	128
Metal Workers' International Union, United .....					10	21	43	87
Mine Workers of America, United .....	154	140	160	400	1,010	1,891	1,854	2,173
Miners, Western Federation of .....	150							†
Mine Mgrs. & Assts. Mutual Aid Association, Natl. .....							4	†
Mineral Mine Workers, United .....	35	28	70	6	5	4	3	4
Moulders' Union of N. A., Iron .....	120	120	120	150	150	150	259	300
Musicians, American Federation of .....	40	46	60	60	62	81	97	140
Oil and Gas Well Workers' Union, Intl. ....					4	5	3	4
Painters of America, Brotherhood of .....	50	50	43	45	280	280	348	536
Papermakers, United Brotherhood of .....		1	1	1	4	18	41	107
Patternmakers' National League .....	9	10	13	15	22	23	23	29
Paving Cutters' Union of U. S. A. ....						1	2	9
Piano and Organ Workers' Union .....							57	65
Pilots' Association .....								5
Plumbers, Gas Fitters, Steam Fitters, etc. ....		40	40	40	45	87	128	152
Potters, Stoneware .....	1	1	1	1	1			††
Powder and High Explosive Workers .....							4	7
Potters, National Brotherhood of Operative .....				13	22	29	49	61
Potters' National Union of America .....	1	2	2					c
Printing Pressmen, International .....	34	50	58	72	91	100	119	144
Printers, Plate of U. S. A., National .....			4	4	6	7	7	9
Print Cutters .....								8
Printers, Machine Textile .....								4
Quarrymen's National Union .....		4	4					††
Quarrymen's National Union, State .....	2	1	1					††
Quarry Workers' International .....								12
Railway Clerks .....								13
Railway Employes' Amal. Asso., Street .....	40	28	30	30	35	43	98	256
Railway Expressmen .....								14
Rubber Workers .....								10
Saw Smiths' Union of America .....							3	3
Seamen's Union of America, Intl. ....	40	40	40	40	42	82	99	139
Shingle Weavers .....								13
Shipwrights .....								26
Shirt, Waist, and Laundry Workers .....						21	42	80
Slate and Tile Roofers .....								5
Slate Quarrymen .....								8
Spinners' Association, Cotton Mule .....	24	24	24	21	24	27	28	25
Steam and Hot Water Fitters and Helpers .....				20	18	15	15	*
Stereotypers and Electrotypers' Union of N. A.† .....							18	21
Stove Mounters' International Union .....	20	7	6	6	9	13	16	16
Stoneware Potters .....								††
Tackmakers .....								1
Tailors' Union of America, Journeymen .....	50	50	50	50	73	93	109	138
Teamsters, International Brotherhood of .....				17	47	94	138	320
Telegraphers, Order of Railroad .....				80	80	80	80	95
Textile Workers of A., National Union of .....	36	27	25	22	34	27	106	150
Theatrical Stage Employes, National .....	20	20	23	30	30	38	44	45
Tile Layers and Helpers, Intl. Union .....			2	3	4	7	11	14
Tin Plate Workers, International Protective .....				17	21	20	21	18
Tip Printers .....								2
Tobacco Workers' Union of America .....	35	41	46	41	60	43	41	52
Trunk and Bag Workers .....					3	3	5	16
Tube Workers of United States and Canada .....							5	15
Typographical Union, International .....	283	284	289	310	329	365	393	435
Upholsterers, International Union of .....					13	13	13	25
Watch Case Engravers, International .....				5	5	6	4	4
Watch Case Makers, International .....						8		d
Weavers, Amalgamated Association of Web .....	3	3	3	3	3	2	2	1
Wire Weavers' Protective, American .....					2	2	2	3
Wire Drawers of America, Fed. Asso. of .....	4	5	3	5				††
Wood Workers, Amalgamated .....	26	33	51	68	121	151	144	273
American Federation of Labor:								
Centrals .....	61	78	81	117	218	324	425	549
Locals .....	200	142	146	163	349	469	678	828
State Branches .....	10	11	10	11	16	21	27	29
Total votes of affiliated unions .....	2,806	2,747	2,881	3,632	5,737	8,240	10,705	15,238

\* Charter revoked. † Suspended for non-payment of per capita tax. †† Disbanded. a Merged with Amalgamated Wood Workers. b Merged with Iron Molders. c Merged with Operative Potters. d Merged with Jewelry Workers.

## REPORT OF PROCEEDINGS

## COST OF ORGANIZERS FOR 12 MONTHS, ENDING SEPTEMBER 30, 1903.

The following list of 68 organizers, who were engaged in various States under salaries from the American Federation of Labor, shows that there has been expended for organizing work during the past 12 months \$80,000 against \$23,136.11 during the 11 months of 1902:

Name of organizer.	State where work was done.	Amount received.
J. D. Pierce.....	Colorado, Ohio, New Jersey, New York.....	\$2,850 68
Thos. H. Flynn.....	Illinois, New Jersey, New York, Ohio, Pennsylvania, Canada...	2,525 00
Jacob Tazelaar.....	New York and Pennsylvania.....	2,260 61
John A. Flett.....	Canada.....	2,250 00
Cal. Wyatt.....	Indiana, New Jersey, Pennsylvania.....	2,238 00
Herman Robinson.....	New York.....	2,171 63
G. Y. Harry.....	Oregon and Washington.....	2,099 65
A. E. Ireland.....	Florida, Illinois, Nebraska, Missouri, Ohio, and Wisconsin.....	2,011 32
James Leonard.....	Louisiana and Mississippi.....	1,958 95
J. J. Keegan.....	New York, Ohio, Pennsylvania, and Wisconsin.....	1,850 00
T. F. Tracy.....	Michigan, Mass., Pennsylvania, New Jersey, and Connecticut..	1,645 75
F. W. Habel.....	Indian Territory, Texas, Oklahoma, and Louisiana.....	1,474 00
P. H. Strawn.....	Illinois.....	1,440 95
Charles J. Duke.....	Pennsylvania.....	1,436 00
Stuart Reid.....	Massachusetts, New York, and Ohio.....	1,300 00
F. H. Vanderhoof.....	Washington.....	1,287 30
Santiago Iglesias.....	Porto Rico.....	1,245 90
O. P. Smith.....	Indiana.....	1,170 65
H. N. Randall.....	Alabama and Mississippi.....	1,145 90
P. H. Cummins.....	Ohio and Pennsylvania.....	1,096 08
Fred Julian.....	Montana.....	935 60
T. P. Menton.....	Iowa.....	779 77
C. W. Baxter.....	New Jersey and Pennsylvania.....	764 62
Charles F. Ceiley.....	Kansas.....	679 89
J. H. Nightingale.....	Kentucky and West Virginia.....	673 57
James McMahon.....	Ohio and Pennsylvania.....	647 30
F. C. Wheeler.....	California.....	630 05
J. B. McDonough.....	Illinois, Massachusetts, New York, Ohio, and Pennsylvania.....	618 61
James J. Towey.....	Pennsylvania.....	604 82
H. M. Walker.....	Colorado.....	604 00
A. C. Cattermull.....	Illinois and Pennsylvania.....	550 00
W. H. Mullen.....	North Carolina and Virginia.....	497 50
L. J. Lucy.....	Kansas.....	455 63
F. Stacy Whitney.....	Washington and Oregon.....	450 00
John Golden.....	Southern States.....	442 94
Edward W. Jones.....	Illinois, Indiana, and Ohio.....	409 76
Edw. L. Daley.....	Massachusetts.....	344 26
A. W. Jones.....	Illinois, Indiana, and Ohio.....	331 95
Adam Menche.....	Illinois.....	271 65
F. F. Benson.....	Ohio.....	264 67
Frank McCarthy.....	Massachusetts.....	256 52
P. J. Downey.....	New York.....	238 80
Edward McNulty.....	Pennsylvania.....	230 35
G. N. Harris.....	Tennessee.....	222 80
C. P. Weston.....	Pennsylvania.....	220 30
R. Athow.....	.....	217 35
R. L. Harper.....	Florida.....	211 35
Cornelius Ford.....	New Jersey.....	200 59
J. A. Keeler.....	Pennsylvania.....	198 00
Jas. D. Landrigan.....	New York.....	184 80
D. C. Hogan.....	Ohio.....	182 45
O. P. Jarrett.....	North Carolina.....	177 50
John Coleman.....	New York.....	163 35
Adam Menche.....	Illinois.....	158 30
Frank L. Rist.....	Ohio.....	156 00
J. K. Kreutzinger.....	Indiana.....	153 96
R. Braunschweig.....	Wisconsin.....	150 00
M. G. Hamilton.....	Colorado.....	150 00
W. F. Miller.....	Illinois.....	147 55
C. L. Hall.....	Indiana.....	140 49
O. E. Barlow.....	Georgia.....	140 21
F. G. R. Gordon.....	Massachusetts.....	137 15
Arthur E. Holder.....	Iowa.....	127 37
E. E. Smith.....	Indiana.....	117 30
Jas. I. Hawk.....	Arkansas.....	115 15
L. J. Kilburn.....	Georgia.....	106 96
Thos. F. Hare.....	Connecticut.....	104 00
Alex. Rosenthal.....	New York.....	103 44
W. O. Thompson.....	Illinois.....	102 50
Paid to dist. organizers.....	.....	8,780 50
		\$30,000 00

## UNION LABELS.

There are now 50 labels and 10 cards issued by the following organizations, which have been indorsed by the American Federation of Labor:

## ORGANIZATIONS USING LABELS.

American Federation of Labor.	Glass Workers.	Plate Printers.
Bakers and Confectioners.	Gold Beaters.	Powder Workers.
Boilermakers.	Hatters.	Pressmen, Printing.
Blacksmiths.	Horse Shoers.	Print Cutters.
Boot and Shoe Workers.	Jewelry Workers.	Rubber Workers.
Brewery Workers.	Lathers.	Sawsmiths.
Brickmakers.	Leather Workers on Horse	Shirt, Waist, and Laundry
Broommakers.	Goods.	Workers.
Carriage and Wagon Workers.	Machine Printers and Color	Stove Mounters.
Carvers, Wood.	Mixers.	Tailors.
Cigarmakers.	Machinists.	Tobacco Workers.
Cloth Hat and Cap Makers.	Metal Mechanics, Allied.	Trunk and Bag Workers.
Coopers.	Metal Polishers.	Typographical.
Engravers, Watch Case.	Metal Workers, Sheet.	Upholsterers.
Flour and Cereal Mill Employees.	Molders.	Weavers, Goring.
Garment Workers, United.	Painters.	Weavers, Wire.
Garment Workers, Ladies.	Papermakers.	Wood Workers.
Glass Bottle Blowers.	Piano and Organ Workers.	

## ORGANIZATIONS USING CARDS.

Actors.	Firemen, Stationary.	Musicians.
Barbers.	Hotel & Restaurant Employees.	Stage Employees, Theatrical.
Clerks.	Meat Cutters & Butcher Work-	Teamsters.
Engineers, Steam.	men.	

The following crafts and callings are using the American Federation of Labor label: Badge and Lodge Paraphernalia Workers, Baking Powder Workers, Bed Spring Makers, Bottlers (Soda and Mineral Water), Boxmakers (Paper), Brushmakers, Coffee and Spice Workers, Cloth Spongers and Refinishers, Die Workers, Distillers and Rectifiers, Mattressmakers (as per agreement with Upholsterers' International Union), Medicine Workers, Nail (Horse Shoe) Workers, Neckwear Cutters and Makers, Oyster Workers, Paint Workers, Photographic Supply Workers, Salt Workers, Soap Workers, Starch Workers, Suspender Makers, Tack Workers, Umbrella Makers, Yeast and Vinegar Makers.

## DEFENSE FUND.

The good results accruing from the defense fund established for the local trade and federal labor unions are of such a character that they must meet with the approval of everyone who has given the workings of the fund careful consideration. Three local unions protested against paying the additional 5 cents per capita. They base their protest on the fact that they are engaged in a calling that practically prohibits a strike or lockout, and therefore hold it is an injustice to compel them to pay into a fund from which they will never have an opportunity to receive benefits. The membership of the local unions has materially increased during the past year. The average membership for the year ending September 30, 1902, was 67,300, while the average membership for the year ending September 30, 1903, is 82,800. The increase in the average membership paid upon for twelve months of this year, over that of last year, is 15,000. This must be recognized as a satisfactory increase, when it is taken into consideration that 470 local unions surrendered their charters and were turned over to the 20 international organizations formed by the American Federation of Labor during the past twelve months. The gain in membership is in a great measure due to the fact that the American Federation of Labor has a defense fund to place at the disposal of the members of the local unions in case of strikes or lockouts. Realizing that fact, the members keep themselves in good standing with their local union and the local unions pay upon their full membership, so that in case of trouble with their employers their members are eligible to receive strike benefits.



A large defense fund creates confidence in the membership, and, in the same degree, it causes the employers to pause and hesitate before entering into a conflict which may be of long duration. It is only in cases where the unions are without funds and can hope for but little assistance that the employers refuse to enter into a conference for the purpose of adjusting differences. Every international organization should establish a defense fund of sufficient proportion to protect their members in case of a prolonged strike or lockout. Heretofore our organizers have not been in a position to say to members of the local unions, or to the employers, that in case of strike or lockout the American Federation of Labor would give financial support. They are now in a position to point to the fact that ample funds are at the disposal of the officers with which to support its members for an indefinite period. The organizers report that the establishment of the defense fund for the local trade and federal labor unions has been of incalculable assistance to them in their work in building up the local unions now in existence, and one of the most potent reasons to give to the unorganized wage-workers why they should unite with their fellow-workers under charter from the American Federation of Labor.

At the end of this fiscal year there was \$63,396.40 in the defense fund. Notwithstanding the numerous strikes of the members of local unions, a great proportion of them were decided prior to time that the unions became eligible to receive benefits. There has been paid out of the defense fund during the year \$6,690 to the following unions:

Pipe Caulkers and Tappers, 7348.....	\$208
United Neckwear Cutters, 6889.....	1,080
Laborers' Protective, 7458.....	1,116
Laborers' Protective, 9147.....	556
Steel Cabinet Workers, 7294.....	1,238
Japanners and Finishers, 9069.....	284
Tackmakers, 8557.....	248
Cement Workers, 1,0762.....	200
Laborers' Protective, 9030.....	200
Laborers' Protective, 9756.....	500
Laborers' Protective, 8724.....	600
Egg Candles and Poultry Handlers, 9479.....	112
Quarrymen's Union, 9722.....	100
Rod Carriers and Laborers' International Union.....	250
	<b>\$6,690</b>

There was received and placed in the defense fund during the fiscal year \$49,663.40. Deducting the \$6,690 paid for strike benefits to the local unions, there remains a balance of \$42,973.40 in favor of the fund. The present laws governing the defense fund have worked advantageously during the past year. I would advise against any modification of the constitution that would permit members of newly organized unions to become eligible to receive benefits from this fund. The membership of the local unions is nearing the 100,000 mark. There are many large organizations, and the possibility of a number of strikes being declared simultaneously always exists. If less stringent laws were adopted the possibility would become a reality, and the fund might be exhausted through a few ill-advised strikes of the members of unions that have been in existence but a brief period.

The following table shows the amount paid and the membership paid upon by the local unions for the twelve months ending with September:

	Paid.	Member- ship.
October.....	\$3,816 19	76,323
November.....	3,781 48	75,629
December.....	3,958 29	79,065
1903.		
January.....	3,947 85	78,947
February.....	3,545 25	66,905
March.....	4,811 75	96,285
April.....	4,902 26	98,045
May.....	4,150 23	83,004
June.....	4,209 70	84,194
July.....	4,189 90	83,798
August.....	3,788 95	75,979
September.....	4,557 05	91,141
Total.....	49,663 40	

## HEADQUARTERS.

The following statement shows that during the twelve months ending September 30, 1903, there has been issued from headquarters an average of 1,012 letters, circular letters and packages per day, as follows:

Packages of supplies forwarded by express and post.....	10,347
Packages of literature and miscellaneous supplies for organizers.....	2,311
Proceedings of convention, 1902. ....	5,291
Circulars and circular letters in two-cent envelopes.....	128,231
Circulars and circular letters in one-cent envelopes.....	157,474
	<hr/> 303,688

In conclusion, I desire to express to the delegates present my appreciation of the assistance and expressions of good will I have received from the organizers, the officers of the unions, and from my colleagues of the Executive Council during the time I have been secretary of the American Federation of Labor.

Respectfully submitted.

FRANK MORRISON,  
*Secretary, American Federation of Labor.*

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TREASURER'S REPORT.

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*To the Officers and Delegates of the American Federation of Labor in Convention Assembled:*

It is with a very great degree of gratification that I submit this report for your consideration. For many years the Federation had a hard struggle to make their income meet their expenses, and the surplus at the end of each year was so small that much of the effective work of the organization had to stop directly after the convention because of lack of money. Our financial report, however, at this time will show a balance that assures the organization that all work that is necessary to be done in the interest of the Federation can and will be done promptly. I have been Treasurer continuously for a considerable number of years, and have refrained at all times from submitting any suggestions in my report that I thought might possibly be covered in the report of the President and Secretary. In this instance, however, I intend to depart somewhat from the lines I have previously pursued.

One question in particular has been forced strikingly upon my attention during the past year in connection with our trade union movement. The subject is the one involving jurisdiction of different organizations, and the claims made by different unions for jurisdiction over the same people. For several years a jurisdictional difference has existed between the United Garment Workers and the Journeymen Tailors' Union of America, but no trade unionist on this continent can point to a single instance where either of the organizations named has brought this contest into the trade union movement, or where it has been a disturbing factor. In the progress of any organization. When the question of jurisdiction involved between us was passed upon by the convention of the American Federation of Labor both organizations acquiesced absolutely until the matter could be brought before succeeding conventions. I point this out because I believe it to be the only safe policy for any of our international unions to pursue. Time, which settles all questions, will settle this one of jurisdiction, and the workers of our continent will in time discover where their interests will be best served, and they will decide finally to what jurisdiction they belong, and as they are the parties who are really at interest, it is only right that when their decision is eventually given that it shall be the rule to govern all organizations at interest. There is probably not a trade unionist who is at all familiar with my name and standing in the movement but what knows that I believe thoroughly in strict craft organization, and I feel confident from my knowledge of the past and observation of the present that time will demonstrate to the workers of our continent that it is in their own craft organization that they can receive the best protection and secure the best conditions of labor.

We hear much recently of the great danger to the trade union movement because of the organization of the employers. I do not believe that this is at all dangerous. The organized employers can not consistently stand out against the organization of labor, and I do not believe

## REPORT OF PROCEEDINGS

that they will long do so. To me the danger to our movement lies in the divisions existing in the trade unions themselves, and those divisions are very largely over the question of jurisdiction. The rapid changes that are taking place in nearly every industry places workers who this year should apparently be under the jurisdiction of one organization next year they equally appear to be legitimately under the jurisdiction of another one.

While such conditions continue, time, coupled with forbearance and patience, it appears to me, are the only reasonable solutions of this great question, and if each and every organization would abide from year to year by the decisions of the convention of the American Federation of Labor, I feel confident that the wisdom and the spirit of fairness that has always been manifested by the delegates attending the convention, will, if mistakes in adjusting these differences are made by one convention, that succeeding ones will without hesitation rectify them.

I trust that in offering these few words on this question, and submitting these suggestions, that I have not gone outside either my rights or my duty as Treasurer of the American Federation of Labor.

## FINANCIAL STATEMENT.

INCOME.			EXPENSES.		
1902.			1902.		
October.	Receipts.....	\$21,486 00	October.	Paid warrants.....	\$16,058 61
November.	" .....	16,208 92	November.	" .....	11,288 05
December.	" .....	15,915 30	December.	" .....	13,601 68
1903.	" .....		1903.	" .....	
January.	" .....	14,244 75	January.	" .....	10,177 24
February.	" .....	14,250 04	February.	" .....	12,515 05
March.	" .....	21,993 56	March.	" .....	24,662 73
April.	" .....	19,855 76	April.	" .....	10,438 10
May.	" .....	32,301 94	May.	" .....	30,423 92
June.	" .....	17,443 84	June.	" .....	15,819 74
July.	" .....	16,943 37	July.	" .....	16,016 02
August.	" .....	23,462 70	August.	" .....	16,297 95
September.	" .....	33,696 78	September.	" .....	18,716 48
Total income.....		247,802 96	Total expenses.....		\$196,015 57
Balance in hand October 1, 1902..		32,225 73			
Total funds.....		280,028 69			

## RECAPITULATION.

Total funds.....	\$280,028 69
Total expenses .....	196,015 57
Balance in hands of treasurer.....	\$84,013 12
In Third National Bank, Bloomington, Ill.....	\$54,013 12
In McLean County Bank, Bloomington, Ill.....	30,000 00
Total.....	\$84,013 12
In hands of treasurer.....	\$84,013 12
In hands of secretary.....	2,000 00
Total.....	\$86,013 12

Fraternally submitted,

BLOOMINGTON, ILL., October 1, 1903.

JOHN B. LENNON,  
Treasurer.

## SECOND DAY—Morning Session.

The Convention was called to order at 9 o'clock by President Gompers.

Absentees: Guld, Steele, Klapetzky, Noschang, Deason, Kerr, Cumins, McMahon, Martindale, Kemper, Winslow, Buchanan, McGovern, Jennings, Reldy, Sherman, Nelson, Estinghausen, Taylor, Glass, Hammell, White, Altman, Rickert, Grossman, Towey, Quinlivan, Lally, Scott, O'Connell (E. C.), Powell, Buckley, Hoke, Roach (John), Wilson, Boyle, Lowe, Lynch, Downey, Kness, Scaife, Valentine, Frey, Murphy, Webber, Miller, Fitzgibbon, Mackey, Fitzgerald, Winn, Dold, Spencer, Kelley (John S.), Hunt, Scott, Dix, McKnight, Mahon, Quick, Edwards, Lincoln, Flood, Sharkey, Powell, Power, Hunter, Beales, Jones, Leonard, Quinn (C. F.), Sullivan (G. B.), Hill, Currie, Casey, Ferguson, Bridwell, Cummings, Driscoll, Thomas, Coleman, Elmer, Campbell, Scollin, Kenney, Reed, Graney, Woods (W. A.), Trownell, Curtis, Keene, Sarman, Duffy, Butcher, Stewart, Pena, Allmon, Allabough, Davis, Welsh, Holland, Largay, Hinchey, Nightingale, McKee (R. A.), Lawler, Holloway, Broderick, McKelvey, Burman, Clarke, Cowell, Dolan (C. A.), Doll, Harney, Kuhn, Tyson, Hitchcock, Rosenbaum, Brayer, Gosline, Paterson, Alfred, (James), Burton, Lynch (C. P.), Gettle, Dinneen, Hodges, Mallory, Reed (W. A.), Casey, Gilpin, Butler, Faulkerson, Cooper, Studd, Page, Bankow, Tussiny, McLaughlin, Madden, Morlin, Anderson, Tobin (T. F.), McLeod, Hapgood, Roderick, Kelley (Jas.), Dillon, Armstrong, Bowler, Derrikan, Ludwig, Keenan (J.), Sodekson, Hillard, Damozonio, Timilty, Cooper, Hill, Deigle, Gately, Rosenfield, Freeman, Smith, Downing, Bolger, Stanner, Scott, Lederer, Francis, Hutchinson, Klein, Clark, Tarrents, Herr, Sadler.

Reading of minutes of previous session was dispensed with.

Delegate W. B. Wilson, for the Committee on Distribution, reported as follows:

Boston, Mass., Nov. 10th, 1903.

We, your Committee on Distribution, beg leave to report as follows:

That portion of the President's report under sub-head "Local Strikes—Defense Fund" is referred to the Committee on Law.

That portion of the President's report under sub-head "Institutions of Learning and Labor" is referred to the Committee on Education.

That portion of the President's report under sub-head "Auditing Committee" is referred to the Committee on Law.

All of the President's report with the exception of sub-heads "Local Strikes—Defense Fund," "Institutions of Learning and Labor" and "Auditing Committee" is referred to the Committee on President's Report.

All of the Secretary's report is referred to the Committee on Secretary's Report.

All of the Treasurer's report is referred to the Committee on Treasurer's Report.

Respectfully submitted,

THOS. I. KIDD, Chairman.

W. B. WILSON,

GEORGE WARNER,

Committee.

The report of the committee was adopted.

Delegate L. A. Tanquary, for the Committee on Rules and Order of Business, reported as follows:

Rule 1.—The convention shall be called to order at 9 a. m., adjourn at noon, to reassemble at 2 p. m., and to continue in session until 5 p. m.

Rule 2.—If a delegate, while speaking, be called to order, he shall, at the request of the chair, announce his name and organization he represents.

Rule 3.—Should two or more members rise to speak at the same time, the chair shall decide who is entitled to the floor.

Rule 4.—No delegate shall interrupt another in his remarks, unless it shall be to call him to a point of order.

Rule 5.—If a delegate, while speaking, be called to order, he shall, at the request of the chair take his seat until the question of order is determined, when, if permitted, he may proceed again.

Rule 6.—A delegate shall not speak more than once on the same subject or question, until all who wish to speak have had an opportunity to do so, nor more than twice without permission from the convention, nor any longer than ten minutes at a time without permission.

Rule 7.—A question shall not be subject to debate until it has been seconded and stated from the chair, and it shall be reduced to writing at the request of five members.

Rule 8.—When a question is before the convention no motion shall be in order, except to adjourn, to refer, for the previous question, to postpone indefinitely, to postpone for a certain time, to divide or amend,

which motions shall severally have precedence in the order named.

Rule 9.—A motion to lay on the table shall be put without debate.

Rule 10.—A motion for a reconsideration shall not be entertained unless made by a delegate who voted in the majority, and shall require a majority vote.

Rule 11.—Any delegate not presenting a card within thirty minutes after convention is called to order, shall be marked absent; but in the event of being unavoidably absent, shall have the privilege of reporting to the secretary.

Rule 12.—The previous question can only be put when called for by at least twelve members.

Rule 13.—Before a resolution is received by the chair for reference to a committee, it shall bear the signature of the delegate introducing it, with the title of his union.

Rule 14.—No motion or resolution shall be finally passed without opportunity to speak is afforded the delegate making or introducing the same.

Rule 15.—No resolution shall be received after Thursday's session, November 12, without unanimous consent.

Rule 16.—All questions not herein provided shall be decided according to Roberts' Manual.

Rule 17.—The main body of the hall to be reserved for delegates.

#### ORDER OF BUSINESS.

1. Reading Minutes of Previous Session.
2. Report of Committee on Credentials.
3. Reports of Officers.
4. Reports of Regular Committees.
5. Reports of Special Committees.
6. Unfinished Business.
7. New Business.
8. Election of Officers.
9. Good of the Federation.
10. Adjournment.

Order of Business No. 1 to be dispensed with unless called for. Any alteration or correction shall be made to the secretary in writing.

All of which is respectfully submitted.

L. A. TANQUARY, Chairman.

P. J. DOWNEY,

M. DONNELLY,

E. J. LYNCH,

JOHN DEVINE,

C. O. SHERMAN,

WM. J. KELLY, Committee.

Delegate Kreft moved to amend Rule 1 by extending time of adjournment to 5.30 P. M. Adopted.

Delegate Bohnen moved to amend Rule 1 by adding the words "that no session be held on Saturday afternoon."

Delegate Wilson opposed the amendment.

Delegate Bohnen held that the American Federation of Labor was an eight-hour organization and delegates should set a good example.

Delegate Kneeland opposed the amendment offered by Delegate Bohnen.

Delegate Henry also opposed the amendment.

Delegate Lavin said he was not in favor of curtailing speaking if it was worth listening to.

Delegate Daley opposed the amendment.

Amendment of Delegate Bohnen was defeated.

Report of committee was adopted.

First Vice-President James Duncan read the report of the Executive Council, which was referred to the Committee on Distribution for reference to the proper committees.

Max S. Hayes, for the Fraternal Delegates to Great Britain, read the following report:

To the Officers and Delegates of the American Federation of Labor:

Brothers—We, your fraternal delegates to the Trade Union Congress of Great Britain, hereby submit the following report:

The Congress assembled at Leicester this year with 460 delegates, representing 250 organizations and 1,500,000 members, in attendance, and your fraternal delegates received a cordial welcome at the hands of our fellow-workers of Great Britain. From reports of officers and delegates it appears that there is a steady increase of membership and funds among the unions of the United Kingdom, but owing to depressed industrial conditions the movement to raise wages and reduce hours of work to keep pace with the advance of prices and the introduction of machinery has temporarily slackened. This condition is also traceable to the fact that the organized labor world is in a somewhat chaotic state, owing to important judicial decisions, as well as economic causes, such as international competition for markets and stock speculations and "corners" in raw material and finished products.

The questions on the agenda that caused the greatest amount of discussion of general interest were the now famous Taff Vale decision, political action, compulsory arbitration and fiscal policies. Quite naturally the two former questions are closely related and overshadowed all others before the Congress. It will be recalled that almost a year ago the Taff Vale decision resulted in the Amalgamated Society of Railway Servants being assessed \$114,000, as damages for striking and picketing, exclusive of the union's court costs, which amounted to \$25,000 additional. Since that precedent was established, the miners of Wales were sued for \$370,000 and costs and the miners of Cadeby and Denaby for \$620,000 damages, besides costs. The Welsh miners have lost their case in the local court as well as in the Court of Appeals, and the case is now before the House of Lords, the highest judicial tribunal in the kingdom, and which body rendered the Taff Vale decision.

The debate in the Congress hinged upon the question of accepting the decision and adjusting the unions to the new conditions created thereby, or demanding of Parliament the passage of bills to "definitely secure the immunity of trade union funds against being sued for damages, and thus

obtain for trade unions that protection which members of Parliament, legal authorities and trade unionists believed existed prior to the Taff Vale judgment." It was finally decided, after an interesting discussion and by an almost unanimous vote, to demand a return to the ante-Taff Vale position.

In view of the fact that government by injunction, especially during industrial disputes, has become firmly rooted in American soil, and that the capitalists of this country are evidently determined to follow up this advantage by imitating British employers and suing unions for damages, whether such organizations are incorporated or not, and in view of the further fact that American courts largely seize upon precedents established in Great Britain (the Justinian code forming the basis for the jurisprudence of both countries), your delegates believe it will not be amiss to quote from the Act of 1875, the alleged "charter of the workman," section 7 of which act can be apparently distorted as those in political power may choose, as the summing up of Mr. Justice Wills, and likewise the Lords, in the Taff Vale case, clearly indicates.

Section 7 of the Act of 1875 reads: "Every person who, with a view to compel any other person to abstain from doing or to do any act which such other person has a legal right to do or abstain from doing, wrongfully and without legal authority (1) uses violence to or intimidates such other person, or his wife or children, or injures his property, or (2) persistently follows such other person from place to place; or (3) hides any tools, clothes or other property owned or used by such other person, or deprives him of or hinders him in the use thereof; or (4) watches or besets the house or other place such other person resides, or works, or carries on business, or happens to be, or the approach to such house or place; or (5) follows such other person with two or more other persons in a disorderly manner in or through any street or road, shall on conviction thereof by a court of summary jurisdiction, or on indictment as hereinafter mentioned, be liable either to pay a penalty," and so on. This section was later amended to read: "Attending at or near the house or place where a person resides, or works, or carries on business, or happens to be, or the approach to such house or place, in order merely to obtain or communicate information shall not be deemed a watching or besetting within the meaning of this section." Thus it will be seen that the foregoing phraseology is similar to that contained in so-called conspiracy laws in this country, or precedents established in the various court decisions, and the constructions of which depend upon the material class interests and social environments of the judges and the condition of their stomachs.

It can well be imagined that with their funds at the mercy of greedy employers and their paid hirelings, our fellow-unionists of Great Britain have decided to make a determined and united effort upon the political field to send men from their own ranks into Parliament and other legislative bodies to make and unmake laws in harmony with their interests as workers. By a card vote of 506,000 in favor and 285,000 against, the

Congress, after a spirited debate, passed a resolution declaring that it "heartily endorses the policy of direct labor representation, as decided upon at the last annual conference of the Labor Representation Committee, and urges upon all trade unions not yet affiliated to that body to join forthwith, so that the entire labor movement may be consolidated for definite political purposes." Your delegates are informed that the L. R. C. is now composed of representatives from nearly one million workers, as well as the Independent Labor party, a Socialist party, who are assessing themselves an average of 25 cents per capita annually for the purpose of using the funds to gain political power, and that they anticipate sending at least thirty members to Parliament at the next general elections.

The proposition for compulsory arbitration was defeated by a vote of 899,000 against and 251,000 in favor, while the fiscal policy of inaugurating a protective tariff was condemned by an almost unanimous vote. Previous demands for a legal eight-hour day, workmen's compensation act, secular education and minor reforms were reaffirmed.

Considered as a whole, the proceedings of the Leicester Congress were marked throughout by tolerant discussion, fraternal feeling and a high standard of intellectual attainments among the delegates, your delegates take this means of expressing their sincere gratitude for the hearty welcome received at the hands of our British fellow-workers, and we also desire to return thanks to the delegates of the American Federation of Labor for conferring the honor of representing them at the Leicester Congress. Respectfully submitted.

MAX. S. HAYES.  
MARTIN LAWLOR.

On motion report was received and ordered printed in the proceedings.

Delegate Coleman submitted the following report as Fraternal Delegate to the Dominion of Canada:

To the Delegates of the 23d Annual Convention of the American Federation of Labor:

Greeting: The Nineteenth Annual Convention of the Trades and Labor Congress of Canada assembled at Brockville, Ont., Sept. 22. Sessions were held on Sept. 22-25, inclusive, and it proved to be the most successful convention in the history of the organization.

The Congress was called to order by President John A. Flett of Hamilton, Ont., who has held that honored office for years. The platform was beautifully decorated, the most noticeable feature being the stars and stripes and the union jack, appearing on large crossed bearers, emblematic of the international trades and labor movement.

President Hugh J. Magee of the Protective Trades and Labor Council delivered the opening address of welcome to the visiting delegates on behalf of the wage earners of the Island City.

His Honor, Mayor Harrison, then addressed the assembly, extending the civic welcome and in his closing remarks extolled

ing the virtues of organized labor, and its inherent results for the cause of the wage earners.

Your Fraternal Delegate then spoke, conveying to the Convention the fraternal greetings from the vast majority of wage earners in the United States affiliated with the American Federation of Labor, and dwelling on the fact that their interests must be and are in common. Very appropriate addresses were also delivered by Messrs. James B. Mack, Montreal, Vice-President of the Congress; John F. Tobin, Boston, Grand President International Boot and Shoe Workers' Union; A. W. Pet-tee, M. P. (Labor), Winnipeg, Manitoba, and Mr. Mark L. Crawford, Past President of the International Typographical Union, and ex-Secretary of the American Federation of Labor, all expressing their great pleasure at being present, and complimenting the Congress on the large number of delegates attending the Convention.

President John A. Flett replied to the addresses in an earnest, feeling and thankful manner, closing by stating that trades-unionists were not the traducers, but were the builders of our great and glorious nation, and believing that all the efforts of our opponents would never result in members of trades unions abandoning their organization. The aim of the International Trade Union movement was to unite the wage workers of the world, and consolidate them as one great universal Labor Movement.

The Credential Committee was then appointed by the President and reported at the afternoon session in favor of seating 119 delegates, composed of your Fraternal Delegate, 39 representing trades and labor councils, and 79 representing international, local and federal unions.

President Flett during his address recommended that the per capita tax of our federal unions, which are chartered direct by the Congress, be increased to four cents per member per month, in order that more funds may be provided to carry on the work as it should be done, and that the Congress establish a legal defence fund for use when necessary.

The General Executive Committee reported that one of the concessions gained by its annual visit to the government, was the insertion in all Government contracts of the fair rate of wages scale, and also that the following bills affecting labor will without doubt be passed at the present session of Parliament:

Bill No. 17, entitled "An Act to aid in the settlement of railroad labor disputes."

This measure was introduced by Sir William Mulock, Minister of Labor, and involves the principle of voluntary conciliation and arbitration.

Bill No. 81, entitled "An Act respecting and restricting Chinese immigration," introduced by the Premier, Right Hon. Sir Wilfrid Laurier. The essence of this measure is summed up in Section 6, which declares that "every person of Chinese origin, irrespective of allegiance, shall pay into the consolidated revenue fund of Canada, on entering Canada, at the port or place of entry, a tax of five hundred dollars."

Bill No. 182, entitled "An Act to amend chapter 27 of the Revised Statutes respect-

ing the Department of Public Printing and Stationery," was introduced by Hon. Mr. Fitzpatrick, Minister of Justice. The principal sections of the measure are:

1. Subsection 1 of section 5 of chapter 27 of the Revised Statutes entitled An Act respecting the Department of Public Printing and Stationery, as amended by chapter 15 of the statutes of 1893, is repealed and the following is substituted therefor: (5.) A Government establishment shall be organized at Ottawa, and shall be under the management of the Superintendent of Printing, in which establishment all printing, electrotyping, stereotyping, lithographing and binding, and other work of like nature, required for the service of the Parliament and Government of Canada, shall be executed: Provided that nothing in this Act shall require that stationery and printing for the purposes of the Intercolonial Railway or the Prince Edward Island Railway shall be obtained or done in the said establishment in any case where such stationery and printing may be more conveniently procured elsewhere at a cost not exceeding customary and fair commercial rates for similar work or supplies in similar quantities.

2. The provisions of this section shall apply to all bills incurred or rendered within the current fiscal year 1902-3.

3. The Superintendent of Printing may, with the approval of the Minister, employ such apprentices, journeymen, workmen, skilled hands or others, as are necessary to perform the work of the establishment and may remove the same, and shall, with like approval, purchase such material, other than printing, and other paper, as is necessary for such service. The provisions of the Civil Service Act shall not apply to the persons so employed by him.

4. All persons employed under the provisions of the next preceding section shall continue to be paid as at present in accordance with weekly, fortnightly or monthly pay rolls audited by the Accountant, and any increase shall be on the basis of the principle established by an Order in Council approved on the twenty-ninth day of November, one thousand eight hundred and ninety-three, and set forth in the schedule to this Act."

The following resolutions, which affect American industries, were concurred in:

Resolution No. 20—By Mr. S. Landers, Hamilton Trades and Labor Council:

Resolved, That this nineteenth annual session of the Dominion Trades and Labor Congress endorses the union label of the United Garment Workers of America as the only genuine and recognized label on ready-made clothing, and that the people be warned against fraudulent substitutes, intended to deceive and mislead the public into purchasing the unfair and sweat shop product. Concurred in.

Resolution No. 20—By Mr. O'Dell, Hamilton Boot and Shoe Workers' Local, No. 232:

Whereas, frequent attempts have recently developed on the part of so-called labor organizations from without the ranks of the legitimate trade movement, viz.: The International Trade Union organization, looking to the discrediting of the legitimate union labels sanctioned by the International heads, and efforts to foist upon the market

labels in opposition to the genuine and authorized label; be it resolved, that the Trades and Labor Congress of Canada, representing the legitimate trade union movement in this Dominion, hereby recommend to the purchasing public such articles that bear the union labels, authorized by the various international unions, and endorsed by the Trades and Labor Congress of Canada and the American Federation of Labor. Concurred in.

The Secretary-Treasurer submitted the following report:

The receipts from Per Capita Tax, charters and supplies was \$2,266.50, an increase of \$779.39 over that received last year.

The income for the year was \$3,858.34. This amount includes \$500.00 from the American Federation of Labor as a legislation grant; \$445.00 from International and National Union in response to a circular asking for funds to assist the Congress in its efforts to defeat Senate Bill "H" (better known as the Loughhead Bill; aimed at the disruption of the International Trade Union movement in Canada); and \$100.00 from Ames, Holden & Co. of Montreal, and deducted would leave the actual available receipts received Per Capita Tax, charters, and supplies as \$2,266.50.

The expenses were \$3,363.38, being \$1,096.38 in excess of the receipts.

He also submitted to the Congress the following itemized statement, clearly showing the various sums quoted:

#### RECAPITULATION.

Balance on hand Sept. 18th, 1902, date of submitting last report...	\$546.84
Receipts as per capita tax, charters and supplies.....	2,266.50
American Federation of Labor grant for legislative purposes...	500.00
Contribution to oppose Senate Bill "H," aimed at international trade unionism .....	445.00
Contribution of Ames, Holden & Co., Montreal.....	100.00
Total receipts from all sources..	\$3,858.34
Expenditures (itemized) and vouchers accompanying each disbursement .....	3,363.38
Balance on hand, Sept. 24, 1903..	\$494.96

Summary of gains and losses (by Provinces) in number of unions, number of members and revenue:

#### Province of Ontario—

Gains in number of unions.....	10
Gains in number of members.....	4,170
Gains in amount of revenue.....	\$698.58

#### Province of New Brunswick—

Gains in number of unions.....	8
Gains in number of members.....	365
Gains in amount of revenue.....	\$82.26

#### Province of Nova Scotia—

Gains in number of unions.....	2
Gains in number of members.....	143
Gains in amount of revenue.....	\$20.37

#### Province of British Columbia, Manitoba and North-West Territories—

Losses in number of unions.....	11
Losses in number of members.....	546
Gains in amount of revenue.....	\$20.48

The above losses in unions and members result from 14 Federal Labor Union charters being surrendered during the year, including two large unions of miners located at Extension and Nanaimo, B. C., paying per capita tax on 1,000 members last year. Apart from this exceptional circumstance, you will see that the Congress, notwithstanding the misrepresentations and vilification hurled at it in certain parts of British Columbia, has gained ground in the Province of Manitoba, the Territories and the West in general. This is a fact which they can congratulate themselves on, particularly as they have no organization in that Western country.

#### Province of Quebec—

Losses in number of unions.....	10
Losses in number of members....	1,693
Losses in amount of revenue.....	\$32.82

The Constitution as amended at the Berlin Convention excluded the Order of the Knights of Labor and independent unions from further affiliation, and eliminated from the register of the Congress 23 of the above organizations, with a membership of 2,287. Reference to this is made here as it affected the Province of Quebec to this extent: The Montreal Council, five assemblies of the Knights of Labor, four independent unions of Canadian Boot and Shoe Workers, one Barbers' and one Coopers' (Independent union), making 12 organizations in the city of Montreal; the Quebec Trade and Labor Council, two fraternities of Shoe Workers, and two local assemblies of the Knights of Labor, five organizations; giving 17 organizations in these two cities with a total membership of 2,136. Subtract 2,136 (excluded members) from the actual loss in Quebec (1,693) and this will give you the increase in the number of members, affiliated from that Province since the Berlin Convention, as 443.

#### Prince Edward Island—

Losses in number of unions.....	2
Losses in amount of revenue.....	\$9.88
Gains in number of members....	8

The foregoing summary shows that they have increased their revenues in every Province in Canada, except in Quebec and Prince Edward Island, and that the loss in revenue from these two provinces is insignificant, amounting to only \$42.70. Looking at the other side of the debit sheet, observe that New Brunswick has trebled its revenue; Ontario and Nova Scotia, doubled; and Manitoba, the North West Territories and British Columbia come out on the right side of the balance sheet to the extent of \$20.48. A comparison covering the Dominion shows the following:

Total increase in members throughout the Dominion.....	4,686
Total increase in revenue throughout the Dominion.....	\$778.99

There was a total of 18 Federal Labor unions chartered by Congress since the last convention, divided by provinces as follows: Province of Ontario, 8; British Columbia, 4; New Brunswick, 3; Quebec, 2; and Manitoba, 1.

The total number of charters surrendered since the last convention was 19, being 14



in the Province of British Columbia, 2 in Prince Edward Island, 2 in Ontario, and 1 in New Brunswick.

May I direct your attention to the large number of charters (14) surrendered in British Columbia? And I think it is also opportune to ask why the Congress is losing ground in that Province, as they had but 32 affiliations this year compared with 44 last year, with a decrease in the membership of 719. Reports and correspondence during the year indicated that the American Labor Union, the Western Federation of Miners and the United Brotherhood of Railway Employees are actively combating the Congress and the American Federation of Labor, representing the bona fide international trade union movement, operating along trade autonomy lines, as against international, semi-political, industrial, socialism, as incorporated in the A. L. U. platform of principles. It may not be amiss to add that the Vancouver Trade and Labor Council (heretofore affiliated with Congress) is now actively opposed to Congress, and has instructed its organization committee to apply in future to the A. L. U. for charters for all unions to be organized within its jurisdiction having no international or national head.

Since the last Convention the Federated Association of Letter Carriers of Canada has been affiliated by charter.

I find by the report of the Department of Labor that the number of trade and labor organizations in Canada is 1,566, divided as follows:

Total Unions .....	1,503
Total Trade and Labor Councils.....	44
Total Federated Trade Councils.....	15

and a large majority of which, I regret to say, are not affiliated with the Congress, and I would respectfully recommend that this Convention do devise ways and means to assist our Canadian brethren in getting their organizations affiliated, and would recommend that the organizers of the international bodies, in as large a number as possible, should visit Canada during the year, as I firmly believe they could assist materially toward that end.

Speaking of the Congress itself I desire to state that the perfect harmony which was everywhere apparent, and which characterized its every movement, was one of the chief features. Your Fraternal Delegate was presented on the fourth day of the convention with a beautifully engraved, suitably inscribed, silver tea service.

Your Fraternal Delegate's visit was one of the most pleasant and instructive trips it has ever been his good fortune to take, and brings to this convention the kindly feelings of the great masses of wage earners of the vast Dominion of Canada.

The following officers were elected:

President, John A. Plett, Hamilton, Ont.  
Vice-President, J. B. Mack, Montreal.  
Secretary-Treasurer, P. M. Draper, Ottawa.

Fraternal Delegate, James Simpson, President Toronto District Labor Council.

Upon the vote being counted Montreal was declared chosen as the next place of meeting.

Thanking you for the honor you have conferred on, and the sacred trust reposed in, me and which I hope has been satisfac-

torily completed, I close with best wishes to this convention.

Respectfully submitted,

JOHN COLEMAN,

Fraternal Delegate to Canadian Trades Congress at Brockville, Ont.

On motion the report was received and ordered printed in the Proceedings.

Delegate Owen Miller, for the Committee on Credentials, submitted the following report:

Boston, Mass., Nov. 10, 1903.

Mr. President and Delegates:

The Committee on Credentials has the honor to submit the following supplementary report:

In the case of the protest against the seating of the delegates of the International Journeymen of Bakers and Confectioners, the committee, after a thorough examination of the constitution of the International Journeymen Bakers and Confectioners, fail to find anything that justified the Executive Board in the appointment of Messrs. John Guile and Matthew Steele as delegates to this convention, and it is the opinion of the committee that the only excuse for the assumption of such power on the part of the Executive Board would have been the appointment of Messrs. John Weber and Joe Walsh, who received the next highest vote after the successful candidate, Emil Sharrer, in a referendum of all the members of the organization voting for delegates to this convention.

The committee therefore recommends that but one of the representatives of the International Journeymen of Bakers and Confectioners, namely, Emil Sharrer, be seated as delegate representing that organization and casting its vote.

In the case of the protest against the seating of C. E. Jones as delegate representing the C. L. N. of Burlington, Vt., after a thorough examination of all the evidence, oral and written, submitted in the case, the committee recommends that C. E. Jones be not seated as his election was entirely irregular.

In reference to the request of the United Textile Workers that they be allowed four delegates on the floor of the convention, and that the 150 votes they are entitled to be divided pro rata, the committee beg leave to call the attention of the convention to the fact that such an act would be unconstitutional and cannot be entertained, no matter how much we may sympathize with the unfortunate position these people are placed in. The committee therefore recommends that the United Textile Workers shall be entitled to but three delegates and decide among themselves who those three shall be from the four reported to the convention.

In the case of the protest against the use of the word "Electric" in the name of the Amalgamated Association of Street Railway Employees, the committee respectfully suggest that this is a grievance, and entirely foreign to the duties of a committee on credentials; therefore, should be referred to the Grievance Committee, and the committee so recommends.

Received credentials from Grain Workers' Association issued to Ernest Bohm. One vote. Protested by the International Union of United Brewery Workmen.

J. J. Casey's name should be inserted as representing the Pennsylvania G. F. of L. instead of C. K. Quinn.

The committee desires to see J. H. Nightingale, representing the Parkersburg, W. Virginia Central Body, and C. G. Fitzgibbons, representing the Oil and Gas Well Workers, the representatives of the Blacksmiths, D. Harkowitch of the Clock Examiners, and the delegates of the jewelry workers.

Moved that the report of the Committee on Credentials be received and adopted.

Delegate Dold moved that Mr. Matthew Steele of the Bakers' and Confectioners' International Union be granted the privilege of the floor. Adopted.

Delegate Lennon asked if the unions making complaint had filed an appeal with the officers of the Bakers' and Confectioners' International Union.

Mr. Steele replied that they had not.

Delegate Lennon moved that the three delegates be seated.

The chair ruled that the motion was not in order at this time.

Delegate Lennon held that the local unions had not exhausted their rights within their own organization before bringing their protest into the Convention.

Delegate Miller supported the committee's report and held that the members' rights should be protected.

Delegate Ramsay spoke at length in favor of adopting the committee's report.

Delegate Kneeland moved that so much of the report as referred to the Bakers be excluded and the balance of the report be adopted.

Delegate Wheeler asked if the credentials were regularly signed.

Delegate Miller replied that in his opinion they were.

Delegate Duncan moved that further discussion of the report of the Committee on Credentials be deferred until the afternoon session, and that it be then considered *seriatim*. Adopted.

Delegate Duncan moved that delegates desiring to introduce resolutions hand them in duplicate to the Committee on Distribution at Room 7, Revere House, between the hours of 1 and 2, and 7 and 8 P. M.

Delegate Lennon wanted to know if adoption of motion would prevent him from presenting resolutions to the Convention.

Delegate Kemper said the right of delegates to introduce resolutions should not be interfered with.

Delegate Wilson said the purpose of the law was not to prevent a delegate from exercising all the rights he had before the adoption of the law.

Delegate Duncan said the purpose of his motion was to facilitate the work of the Convention.

Convention adjourned at 12:15.

## SECOND DAY—Afternoon Session.

Convention called to order by President Compers at 2 o'clock.

**Absentees:** Mulholland, Utting, Klapetzky, Noschang, Deason, Sloeum, Kerr, Flynn, Barnes, Nelson, Burns, Glass, Hammill, Healy, Chuck, Grossman, Towey, Ireland, Wilson, Kelly (Wm. J.), Call, Lynch (E. J.), Sherman (C. O.), Kness, Scalfe, Valentine, Frey, Murphy (M. F.), Fitzgibben, Carrick, Winn (Peter), Kelley (John S.), Hunt, Scott, Dix, Mahon, Pratt, Keyes, Cornish, Lincoln, Sharkey, Powell (Geo.), Franke, Beals, Fildew, Neary, Hill, Ferguson, Murphy (P. J.), Driscoll (Thomas), Hasselbeck, Fossberg, Scollin, Jones (David), Clay, Reark, Curtis, Keene, Sarman, Duffy (O. H.), Stewart, Pena, Allmon, Allabough, Davis, Tully, Lawler, Ryall, Holloway, Dodd, Clarke (E. R.), Cowell, Connor (M. J.), Doll, Roche, Kuhn, Tyson,

Hitchcock, Brayer, Gosline, Paterson, Cardiff, Pacelli, Burton, Gettle, Dinneen, Hodges, Reed (W. A.), Turnt, Gilpin, Butler, Faulkerson, Cooper (J. A.), Studd, Page, Bankow, Tussiny, Morlin, Anderson, Borden, Tobin (P. F.), McLeod, Roderick, Kelley (Jas.), Dillon, Armstrong, Ludwig, Damozonio, Cooper (Wm.), Hill, Deigle, Gately, Rosenfield, Freeman, Smith (Wm.), Bolger, Scott (Timothy), Lederer, Francis, Hutchinson, Klein, Clark (Wm. H.), Tarrents, Herr, Sadler.

On motion the reading of the minutes was dispensed with.

Second Vice-President Mitchell was called to the chair.

The motion of Delegate Duncan to have resolutions submitted to the Committee on

Distribution between the hours of 1 and 2, and 7 and 8 P. M. was adopted.

Delegate Lennon moved that resolutions be now introduced, to be referred by the Secretary to the Committee on Distribution.

Delegate Furuseth wanted to know if the Committee on Distribution was arrogated the right to act as a censor upon resolutions introduced.

President Gompers held that neither the President or Secretary could receive resolutions.

Delegate Warner moved that Committee on Distribution do not receive a resolution unless it was titled.

Delegate Bohnen raised the point of order that the motion was in violation of the constitution.

Delegate Duncan said there was nothing in the law or motion passed to prevent resolutions being introduced in the Convention.

Motion of Delegate Warner was defeated.

The chair ruled that the Committee on Distribution had no power to act as a censor.

Discussion of the report of the Committee on Credentials was resumed *seriatim*.

In the case of the protest against the seating of the delegates of the International Union of Journeymen Bakers and Confectioners, the Committee after a thorough examination of the constitution of the International Union of Journeymen Bakers and Confectioners fail to find anything that justified the Executive Board in the appointment of Messrs. John Gulle and Matthew Steele as delegates to this Convention, and it is the opinion of the Committee that the only excuse for the assumption of such power on the part of the Executive Board, would have been the appointment of Messrs. John Weber and J. Walsh, who received the next highest vote after the successful candidate, Emil Schaerer, in the referendum of all the members of the organization voting for a delegate to this Convention. The Committee therefore, recommends that but one of the representatives of the International Union of Journeymen Bakers and Confectioners, namely, Emil Schaerer, be seated a delegate representing that organization and casting its vote.

Delegate Dold moved that the report of the committee be non-concurred in and that the delegates from the Bakers' and Confectioners' International Union be seated.

Delegate Dold spoke in favor of his motion.

Delegate Rohnen said that inasmuch as there was no protest from the Bakers' and Confectioners' International Union it was the business of the members of local unions to settle with their Executive Board.

Delegate Quick contended that the Convention had the right to review the manner of election of delegates by affiliated unions where elections were of a fraudulent character.

Delegate Quaiety said that members should deal with their Executive Board and not appeal to the Convention of the American Federation of Labor.

Delegate Miller said that those in favor of the motion seemed to be of the opinion that the Convention could not go behind the credentials of the Bakers' and Confectioners' International Union.

Delegate Wilson said that the contention resolved itself into a question as to whether or not the delegates had been elected in accordance with the laws of their organization.

The previous question was then called for.

Delegate Ramsey of the Committee on Credentials said he agreed with Delegate Wilson, but that the laws of the Bakers' and Confectioners' International Union governing the election of delegates to the American Federation of Labor Convention had been complied with and for that reason the committee reported favorably upon the delegate who had been elected in accordance with the laws and adversely upon the two delegates who had not been so elected.

The motion that the report of the Committee on Credentials be non-concurred in was then put and the chair being unable to decide upon an aye and nay vote called for a show of hands.

By a vote of 165 nays to 89 ayes the motion was lost and the report of the Committee on Credentials was adopted.

Delegate John B. Lennon requested that he be recorded as voting to non-concur in the report of the committee as adopted.

Agreed to.

In reference to the request of the United Textile Workers that they be allowed four delegates on the floor of the Convention, and that the one hundred and fifty votes that they are entitled to, be divided pro rata, the Committee beg leave to call the attention of the Convention to the fact that such an act would be unconstitutional and cannot be entertained, no matter how much we may sympathize with the unfortunate position those people are placed in; the Committee, therefore, recommends, that the United Textile Workers shall be entitled to but three delegates and decide among themselves who those three shall be from the four reported to the Committee.

Report of committee concurred in.

In the case of the protest of the use of the word "electric" in the name of the Amalgamated Association of Street Railway Employees, the Committee respectfully

suggests that this is a grievance and entirely foreign to the duties of the Committee on Credentials, therefore, should be referred to the Grievance Committee, and the committee so recommends.

Delegates Burns moved that the report of the committee be received and concurred in. Adopted.

Received credentials from Grain Workers' Association, issued to Ernst Bohm, 1 vote; protested by the International Union of United Brewery Workers.

J. J. Casey's name should be inserted as representing the Pennsylvania State Federation of Labor, instead of C. F. Quinn.

Concurred in.

The Committee desires to see J. H. Nightengale, representing the Parkersburg, W. Va., Central body, and C. G. Flizgibbon, representing the Oil and Gas Well Workers; the representatives of the Blacksmiths, and B. Harskowitz of the Cloth Examiners and the delegate of the Jewelry Workers.

Recommend that B. Harskowitz be seated, representing the Cloth Examiners of New York City; one vote.

Concurred in.

Report favorably on the seating of C. Harvey Franke, representing the International Brotherhood of Tip Printers, 2 votes,

Concurred in.

To seat Wm. Drinkwater, representing the Machine Printers and Color Mixers; 4 votes.

Concurred in.

To seat John Zaring, representing the Central body of Springfield, Ill.; 1 vote.

Concurred in.

Stablemen's Protective Union 10,663, of Boston, Timothy Scott; 1 vote.

Concurred in.

Delegate of the Jewelry Workers' Association, H. J. Vollmer; 24 votes.

Concurred in.

The Committee recommends seating of W. L. Whitesides to represent the Central Labor Union of Knoxville, Tenn., instead of J. D. Butcher, whose credentials were withdrawn.

Concurred in.

Recommend seating of H. S. Whiteman, representing Federal Labor Union 10,334, Jamestown, N. Y.; 1 vote.

Concurred in.

W. J. Gilthorpe, delegate of the Boller-makers and Iron Shipbuilders', being unable to attend convention on account of sickness in his family, President John McNeill requests that D. A. Mallory be seated in his stead.

Agreed to.

In the case of the protest against the

seating of C. E. Jones as delegate, representing the Central Labor Union of Burlington, Vt., after a thorough examination of all the evidence, oral and written, submitted in the case, the Committee recommends that C. E. Jones be not seated, as his election was entirely irregular.

Moved that the report of committee be concurred in.

On motion, Mr. Jones was granted the privilege of the floor.

Report of the committee was concurred in.

Delegate Driscoll moved that a committee of three be appointed to attend the funeral of Frank Pickett.

The motion was adopted and the chair appointed Delegates Nuernberger, Furuseth and Mulcahy.

Resolution No. 1.—By James Wilson, of the Pattern Makers' League of North America.

Change section 4 of article 3 of the Constitution. "The Executive Council of the Federation shall every six months appoint an expert accountant to audit the books of the Federation, and make reports to all National, International, Central, State and Federal Unions, of the findings of such audits. The expense of such audits to be paid from the funds of the Federation."

New section: "The president shall appoint a credential committee consisting of three (3) delegates-elect. This committee shall meet at the place for holding the Convention, three days prior to the Convention and shall report upon credentials immediately upon the opening of the Convention. The expenses of said Committee to be paid out of the funds of the Federation."

Committee on Laws.

Resolution No. 2.—By James Wilson, Pattern Makers' League of North America:

WHEREAS, Past experience has taught that such organizations as pay the highest dues weekly are the most successful, therefore be it

RESOLVED, That the American Federation of Labor in Convention assembled hereby recommends to all affiliated bodies that they pay at least 25 cents per week dues.

Committee on Resolutions.

Resolution No. 3.—Presented by Henry Sabel of Central Trades Assembly, Washington, Pa.:

WHEREAS, It is a well known fact, that some of the Central bodies retain in their Council organizations which are a violation to Article XII, Section 1, which reads as follows: "No Central Labor Union or any other Central body of delegates, shall admit to or retain in their council, any other body, national or international, hostile to any affiliated organization; or that has been suspended or expelled, or not connected with any national or international organization of their trade herein affiliated, under penalty of having their charter revoked for violation of their charter, sub-

ject to appeal to the next convention." And, in order to avoid any further trouble, therefore be it

**RESOLVED**, That the President of the American Federation of Labor shall issue a circular letter to all Central bodies affiliated, relative to the above.

#### Committee on Resolutions.

**Resolution No. 4.**—Presented by Henry Sabel, Central Trades Assembly, Washington, Pa.:

**WHEREAS**, It is a decided fact, that in this age of so-called civilization, a man far advanced in years, often declined in health and not physically able to endure the toils of labor, and, often fails to find work which he is able to perform, in most every instance of the general workingman, leaves him poverty-stricken and an object of charity; and,

**WHEREAS**, It is also well known that the widow and orphans of the deceased laborer, bereaved of the only source of income for their support, become dependent on charity; and,

**WHEREAS**, It is a settled fact, that some of the leading foreign countries have adopted an old age, accident, widow and orphan pension, and are successfully operating same; therefore be it

**RESOLVED**, That the American Federation of Labor in Convention assembled shall use its full offices to have Congress enact an old age pension law, which will be a benefit for the aged, and the physically disabled, who have made every endeavor in their lives in the diligent industry strife, for the widow and orphans, and protect them in the same manner as the war veterans are pensioned.

#### Committee on Resolutions.

**Resolution No. 5.**—By Delegate J. E. Larkin of International Union Flour and Cereal Mill Employes:

**WHEREAS**, The Washburn-Crosby Flour Milling Co. of Minneapolis, Minn., has demonstrated its absolute antagonism to organized labor, has scorned any adjustment and positively refused arbitration with a view to settling the grievances for which our organization is now out on strike, and,

**WHEREAS**, Said Washburn-Crosby Flour Milling Co. has openly defied the American Federation of Labor and challenged it to place them or the products of their mills on its "we-do-not-patronize list," and furthermore to emphasize their contempt for the American Federation of Labor and its "we-do-not-patronize list" a representative of said Washburn-Crosby Flour Milling Co. did sarcastically offer to give \$1,000 if they were so listed, claiming that it would benefit their business instead of injuring it. Therefore, be it

**RESOLVED** by the American Federation of Labor in Convention assembled that this challenge be and is hereby accepted, and the said Washburn-Crosby Flour Milling Co. of Minneapolis, Minnesota, and all of its products be placed on the "we-do-not-patronize list," and all organized wage-earners be urged to uphold the dignity of our organization and to demonstrate its efficiency by adhering strictly to its injunction in letter and spirit.

#### Committee on Boycotts.

**Resolution No. 6.**—By Delegate Dan. W. Richmond of International Association of Railway Clerks:

**WHEREAS**, Efforts are being made to organize the clerks employed by the railroad and steamboat companies of the country, and

**WHEREAS**, In pursuance of that purpose there has been organized the International Association of Railway Clerks, affiliated with the American Federation of Labor, and

**WHEREAS**, There are in existence two other organizations of Railway Clerks, which refuse to affiliate with the International Association because of the International Association's affiliation with the American Federation of Labor; therefore be it

**RESOLVED** by the American Federation of Labor that its active support be given to the International Association of Railway Clerks in its efforts to organize; and be it further

**RESOLVED**, That the organizers of the American Federation of Labor are especially urged and directed to organize the clerks wherever they find them unorganized and to bring about their affiliation with the American Federation of Labor wherever otherwise organized; and be it further

**RESOLVED**, That the President and Secretary of the Federation be and are hereby directed to send a copy of these resolutions to each organizer and central affiliated body.

#### Committee on Organization.

**Resolution No. 7.**—By Delegate John Keyes of Shipwrights, Joiners and Calkers:

**WHEREAS**, The Central Labor Council of Ogdensburg, N. Y., has refused to seat delegates from Local No. 54 of the National Union of Shipwright Joiners and Calkers of America notwithstanding the advice of Secretary Morrison of the A. F. of L. that the delegate be seated; therefore be it

**RESOLVED**, That the Executive Board of the A. F. of L. demand that the delegates be seated or otherwise cancel the charter of the Central Labor Council of Ogdensburg, N. Y.

#### Committee on Grievances.

**Resolution No. 8.**—By Delegate John Keyes of Shipwright Joiners and Calkers:

**WHEREAS**, The Executive Board of the United Brotherhood of Carpenters and Joiners of America have chartered locals of Shipwright Joiners known as Local No. 1139 of Jeffersonville, Ind., and Local No. 1172 of New London, Conn., respectively, knowing full well that there existed a national union of shipwrights of their own trade; and

**WHEREAS**, The issuing of said charter is not in conformity with the constitution of the A. F. of L.; be it

**RESOLVED**, That the Executive Board of the United Brotherhood's attention be directed to the above fact by the Executive Board of the American Federation of Labor and that the above named locals be directed to apply for and receive a charter from the National Union of Shipwrights, Joiners and Calkers of America.

#### Committee on Grievances.

**Resolution No. 9.**—By Delegate W. N.

**Drinkwater of Wall Paper, Machine Printers and Color Tixers' National Union:**

**WHEREAS,** The Wall Paper Machine Printers and Color Mixers' National Union has made many attempts to unionize these firms: Potter Wall Paper Co., Hoboken, N. J.; Jacob Thomas & Co., Newark, Del.; William Bailey & Son, Cleveland, Ohio; they having absolutely refused to treat with us; therefore be it

**RESOLVED,** By this twenty-third annual convention of the American Federation of Labor that they be placed upon the unfair list.

#### Committee on Boycotts.

**Resolution No. 10.—By John P. Smith, Kansas City, Mo.:**

**WHEREAS,** Local Union No. 18, International Flour & Cereal Mill Employees of Kansas City, Mo., earnestly request the placing of the Kelley Milling Co., of Kansas City, Mo., upon the unfair list of the American Federation of Labor, as per resolution 100 of the last Convention, resolution 100 of the last Convention, A. F. of L. being properly endorsed and being referred to executive board for favorable action, which in turn communicated with International President J. M. Finley, Minneapolis, Minn., who, not thoroughly understanding the situation, gave the executive board, A. F. of L., an adverse opinion; said international president having recently resigned, this matter is presented for more determined and favorable results; therefore, be it

**RESOLVED** by this Convention, That resolution 100 of the last Convention be endorsed and the Kelley Milling Company of Kansas City, Mo., be placed upon the unfair list of the American Federation of Labor.

#### Committee on Boycotts.

**Resolution No. 11.—By Delegate Herman G. Vollmer, International Jewelry Workers of America:**

**WHEREAS,** The Watch Case Engravers are placing their label on non-union watch cases, and the same are sold as union product, we do hereby present this grievance to your committee for adjustment.

#### Committee on Labels.

**Resolution No. 12.—By Delegate John Keyes, of National Shipwrights and Caulkers:**

**WHEREAS,** At the 22d annual Convention held at New Orleans, Nov., 1902, the Committee on Resolutions, dealing with resolution 151 of the proceedings, recommended that the Shipwrights, Joiners and Caulkers of America and the United Brotherhood of Carpenters and Joiners of America arrange for the exchange of cards; and

**WHEREAS,** The Executive Board of the U. B. have since refused to comply with said recommendation, thereby acting in direct opposition to the principles and objects of the A. F. of L., and furthermore, that the Executive Board of the U. B. have sanctioned and upheld the action of Local 175 of the U. B., situated at Key West, Fla., when the members of said locals did in the spring of the present year go into the ship yard at Key West, Fla., and offer their services at 50 cents per day less wages than the shipwrights were then receiving,

thereby undermining the shipwrights and reducing the rate of wages that the shipwrights were then receiving, and reducing the rate of wages in the district. Therefore be it

**RESOLVED,** That the delegates to the twenty-third annual Convention assembled place upon record their disapproval of the unfraternal principles displayed by the Executive Board of the U. B. and furthermore be it

**RESOLVED,** That this Convention denounce in unmistakable terms the vile methods pursued by Local 155 of the United Brotherhood of Carpenters and Joiners of America.

#### Committee on Grievances.

**Resolution No. 13.—By Delegate Edward Cohen, of Central Labor Union of Lynn:**

**WHEREAS,** A struggle for supremacy between the K. of L. and A. L. U. on the one side and the Boot and Shoe Workers of America on the other side is going on in the city of Lynn, Mass., resulting in joint action between the K. of L. and the A. L. U. in boycotting the Union Stamp of the Boot and Shoe Workers' Union and all other Union Labels, Cards and Stamps; therefore be it

**RESOLVED,** That the delegates in convention assembled do again indorse the Union Stamp of the Boot and Shoe Workers' Union of America; and be it further

**RESOLVED,** That all affiliated organizations, organizers and district organizers be instructed to use their best endeavors and pay particular attention to have placed on the unfriendly list all shoes manufactured in the cities of Lynn and Haverhill not bearing the Union Stamp of the Boot and Shoe Workers' Union of America.

First resolution referred to Committee on Labels.

Second resolution referred to Committee on Boycotts.

**Resolution No. 14.—By Delegate A. M. Kenney of Elgin Trades Council:**

**WHEREAS,** The Illinois Iron and Belt Company have as yet shown no disposition to recognize organized labor in their persistent refusal to treat with Federal Labor Union No. 7241; and

**WHEREAS,** The Elgin Trades Council have endorsed similar resolutions at a regular meeting, held September 21st 1903; and

**WHEREAS,** The Illinois State Federation of Labor in regular Convention assembled at Springfield, Illinois, October 14th, 1903, have also endorsed the same; and

**WHEREAS,** The American Federation of Labor at previous conventions has adopted similar resolutions placing the Illinois Iron and Belt Company upon the Unfair List of the American Federation of Labor; therefore be it

**RESOLVED,** By the American Federation of Labor, In regular convention assembled at Boston, Mass., November 9, 1903, that we re-affirm the action taken at previous conventions and that the aforesaid firm be still continued upon the Unfair List of this organization.

#### Committee on Boycotts.

Resolution No. 15.—By Delegate G. A. Hoehn of Federal Labor Union 6,482;

WHEREAS, The Miller controversy concerning the open shop question and the decision of President Theodore Roosevelt in regard to this matter has been used by the enemies of organized labor as a means of propaganda for the so-called open shop; and

WHEREAS, This open shop policy is but a subterfuge and a means to strengthen the non-union and scab shop position of the union-hating capitalist corporations; therefore be it

RESOLVED, That this 23d annual convention of the American Federation of Labor holds the open shop to belong to the same category of institutions as the non-union or scab shop, and that it cannot be recognized by organized labor.

RESOLVED, That this applies to the open shop under private management as well as to the open shop under government or public management.

#### Committee on Resolutions.

Resolution No. 16.—By Delegate G. A. Hoehn of Federal Labor Union 6,482;

WHEREAS, The jurisdiction controversies between the National and International Unions affiliated with the A. F. of L. are continually growing in number and in seriousness, threatening the very existence of the united trades union movement;

WHEREAS, These jurisdiction controversies are the natural results of the rapid changes and developments in the industrial conditions of the capitalist system;

WHEREAS, A clear and correct understanding of the fundamental causes of these serious troubles is absolutely required before any of the important jurisdiction controversies can be satisfactorily acted upon; therefore be it

RESOLVED, That a special committee of five be immediately appointed, with instructions to draft a statement setting forth the natural causes of the jurisdiction controversies in a clear and concise manner.

RESOLVED, That this committee of five shall submit its report within 24 hours after its appointment, and that no jurisdiction question be taken up in this Convention until this special committee shall have submitted its report.

#### Committee on Resolutions.

Resolution No. 17.—By Delegate G. A. Hoehn of Federal Labor Union 6,482, St. Louis, Mo.:

Amendment to Preamble of A. F. of L. Constitution:

Insert the following as the first paragraph of Preamble to A. F. of L. Constitution:

"WHEREAS, Labor being the creator of all values and the foundation of all civilization, and believing it to be the natural right of those who create this social wealth to enjoy to the fullest extent the fruits of their labor, and realizing that the rapidly changing industrial conditions of our time and the concentration of capital make it imperative upon the wage working class to organize for the purpose of bettering their condition and bringing about the emancipation of labor from wage slavery."

#### Committee on Laws.

Resolution No. 18.—By Delegate G. A. Hoehn of Federal Labor Union 6,482, St. Louis, Mo.:

WHEREAS, The most tyrannical and despotic means are employed by the combined capitalist corporations in the Western States to crush organized labor and kill organized labor and kill the eight-hour movement in Colorado.

WHEREAS, The American Federation of Labor recognizes the solidarity of labor in the great struggle for emancipation; therefore be it

RESOLVED, That the 23rd annual Convention of the A. F. of L. hereby extends its hearty sympathy to our Western brothers and donates the sum of one thousand dollars (\$1000) to the Western Federation of Miners in order to help them in their heroic struggle and bring about an early victory for the great and noble cause of Labor.

#### Committee on Resolutions.

Resolution No. 19.—By Delegate G. A. Hoehn, Federal Labor Union No. 6,482.

Amendment to Constitution of A. F. of L.

Strike out Section 3 of Article 3 and substitute the following:

"Only such political questions and measures affecting the interests of the working class shall be discussed or acted upon by the conventions of the American Federation of Labor."

#### Committee on Laws.

Resolution No. 20.—By Delegate John Sinclair of Gloucester Central Union:

WHEREAS, The Quarry Workers, the Granite Cutters' and the Steam Engineers' and Firemen's Unions of Cape Ann have failed to affiliate with the Gloucester Central Labor Union after repeated requests; therefore be it

RESOLVED, That the American Federation of Labor Convention here assembled, take such action as will compel the said unions to be represented in the Gloucester Central Labor Union.

#### Local and Federated Bodies.

Resolution No. 21.—By Delegate Francis Drake of Los Angeles County Council of Labor:

RESOLVED, That each central body affiliated with the American Federation of Labor be, and hereby is, requested to create a standing committee to assist the International Typographical Union in its contest with the notoriously unfair Los Angeles Times, and that the secretary of each committee created for this purpose immediately enter into correspondence with Arthur A. Hay, special representative of the International Typographical Union, 331-332 Wilson Block, Los Angeles, Cal.

#### Committee on Boycotts.

Resolution No. 22.—By Delegate Francis Drake, of Los Angeles County Council of Labor:

WHEREAS, Allied corporations and unfair contractors, aided by the notorious Los Angeles Times, are flooding Southern California with non-union workmen, for the purpose of disrupting unionism in that section, and also defeating the American Fed-

eration of Labor and the International Typographical Union in their contest with the Los Angeles Times; therefore be it

RESOLVED, That in order to meet organization with organization, the president of the A. F. of L. be, and hereby is, instructed to appoint a special organizer for a period of one year, whose duty it shall be to organize the unorganized toilers of Southern California to the end that Otis and Parry and those of their kind shall be thwarted in their efforts to enslave that section of the country.

Indorsed by the following Pacific Coast delegates: W. Macarthur, representing San Francisco Labor Council; J. B. Dale, representing Vallejo (Cal.) Trades and Labor Council; O. A. Tveitmoe (of San Francisco), representing American Brotherhood of Cement Workers; Harry Gurr, representing Oregon State Federation of Labor.

Committee on Organization.

Resolution No. 23.—By Delegate John M. Ryall of Central Trade and Labor Council, Richmond, Va.

WHEREAS, The labor movement in the several states has been and is now receiving aid from the American Federation of Labor in organizing the various crafts of these states; and

WHEREAS, Virginia with its vast amount of wage workers is now practically

unorganized, or at best very poorly organized; and

WHEREAS, The Central bodies and volunteer organizers of said states have done all in their power, owing to the limited amount of finance at their disposal, many of the organizers doing a large amount of work at their personal expense to bring about a more perfect organization of the skilled and unskilled labor of the state; and

WHEREAS, They have not to the best of our knowledge and are not now receiving any material assistance from the American Federation of Labor in the way of organization; and

WHEREAS, Organization is absolutely and positively essential for the propagation and unification of the toiling masses in our state; therefore be it

RESOLVED, By the American Federation of Labor, in convention assembled, that the President be and is hereby instructed to place an organizer in the said state for one year.

Committee on Organization.

Delegate Duncan moved that the rules be suspended and that the convention adjourn until 9 o'clock Wednesday morning. Adopted.



## EXECUTIVE COUNCIL REPORT.

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BOSTON, MASS., November 11, 1903.

*To the Officers and Delegates of the Twenty-Third Annual Convention of the American Federation of Labor—Greeting:*

The Executive Council has the honor to submit to you its annual report, treating such portions of the matters referred to us as require your attention and should receive your consideration.

The Executive Council has had six meetings during the past year. The first meeting was held November 23, immediately after the close of the New Orleans Convention.

The second meeting was held at the American Federation of Labor's headquarters at Washington, from January 19 to January 24 inclusive.

The third meeting was held at Toronto from April 20 to the 27th.

The fourth meeting, at Washington, from June 19 to 24 inclusive.

The fifth meeting also at Washington, from September 21 to 25.

The sixth meeting held in this city.

The Executive Council has also acted upon a number of matters, and has voted by letter or telegram upon questions submitted by President Gompers during the current year.

In all, 70 circulars were submitted by President Gompers to the members of the Executive Council during the past year, and action was taken upon every one of these questions.

It was desired to hold a meeting during the past year in one of the western cities, but owing to the fact that the members of the Executive Council were immersed in the work of their respective unions, it was found impossible to carry out this plan. The members of the Executive Council availed themselves of the opportunity to do organizing work at the Toronto session, and speeches were made and public meetings addressed by the various members both going to and coming from the Toronto meeting.

### ORGANIZATION.

The American Federation of Labor has continued and progressed in its work of organization. This Federation is the principal agency in the task of organizing the workers of the American continent, and of creating a feeling of solidarity and brotherliness throughout the whole laboring population. The Executive Council is pleased to report the establishment of new federal and local unions; the absorption of independent local unions by national organizations in the same trade, the amalgamation of a number of conflicting national organizations; the settlement of conflicting jurisdictional claims between rival national organizations; the continued growth of a feeling of mutual dependence, and the closer association of unions in the American Federation of Labor. As stated in the officers' reports, the growth of trade unionism during the past year has been greater than in any like period in the history of organized labor, and this development has been accompanied by a growth in the definiteness and clearness with which trade unionists have approached the problems besetting their organizations. The parades and celebrations of Labor Day gave to the public a clearer idea than it had before possessed of the strength of our movement. The attendance at these demonstrations and celebrations was greater by far than ever before in the history of trade unions in North America.

### UNAFFILIATED UNIONS.

During the past year we have continued the efforts to secure the adherence of unaffiliated unions, and advances have been made to these organizations and invitations extended to them to join the American Federation of Labor. The Federation has always pursued a conciliatory policy toward all unions, though not affiliated with us; has respected their jurisdiction, and has refrained from chartering any union which would trench upon their territory.

Letters were addressed by President Gompers to all affiliated international organizations and brotherhoods which held conventions during the past year, and the following representatives of the Executive Council attended the conventions: Vice-President Morris and Treasurer Lennon, the Western Federation of Miners; Vice-President Kidd, Postoffice Clerks' National Association; Messrs. Daniel Harris and Martin Murphy, National Association of Letter Carriers; President James Lynch, of the International Typographical Union, President Wm. D. Huber, of the United Brotherhood of Carpenters, and Edgar A. Perkins, president of the Indiana State Federation of Labor, Switchmen's Union of North America; Vice-President Morris, Secretary Kenehan, of the Journeymen Horse Shoer's International Union, and Organizer W. H. Montgomery, Railroad Trainmen; Organizer Flynn, Bridge and Structural Iron Workers' International Union.

A convention of the National Railway Clerks' Association, the Order of Railway Clerks of America, and the International Association of Railway Clerks, for the purpose of amalgamating the three different organizations, was held in Washington City, and Vice-President O'Connell attended the convention as the representative of the American Federation of Labor. It is believed that with continued effort the amalgamation of the three organizations in full affiliation with the American Federation of Labor will yet be effected.

### ELEVATOR CONSTRUCTORS.

The application of the Elevator Constructors for a charter met with a protest of the International Brotherhood of Electrical Workers and the International Association of Machinists. The opposition of the Electrical Workers was subsequently withdrawn by an agreement entered into between it and the applicants, and arrangements were made for a conference between the representatives of the Elevator Constructors and of the International Union of Machinists with a view of agreeing upon jurisdiction and settling the matters in dispute, and the charter was then issued.

### CHARTERS DENIED.

Of course, we are proud of the record made, in the organizations formed, the increase in membership, and the charters issued. These are more minutely referred to in the officers' reports submitted, but we take pleasure also in stating that quite a number of applications for charters were denied. We have always insisted that a union shall be bona fide in character, makeup, and purpose before it should have the proud privilege of affiliating in the family of trade unions under the banner of the American Federation of Labor. Among the organizations denied a charter and coming under the category to which we refer, is the so-called United Brotherhood of Railway Employees, which is undertaking the privateering scheme of wrecking the various brotherhoods of steam railroad men. We strive and hope for the affiliation of the latter as well as the few other unaffiliated international unions, but we shall not hasten that day nor deserve their confidence or respect, nor be true to the principles of trade unionism, if we would encourage rivalry or antagonism of any character. We have reason to believe that, though by a small adverse majority, the International Brick Layers and Masons' Union defeated the proposition to affiliate, a reversal of this decision will soon occur and the organization affiliated to us.

### SETTLEMENT OF TRADE DISPUTES.

The Executive Council was called upon in a large number of instances to settle disputes pending between employers and unions, and in many was successful in securing amicable settlements.

### LOCAL STRIKES.

Appeals were made by a number of local unions for the support of the strikes, and assistance was granted in a number of cases. Wherever the union was entitled to such assistance, under the constitution of the Federation the Executive Council gave speedy and effective aid, and in a number of cases where assistance was urgent we supported the strike, even although there was no obligation resting upon us owing to technical violations by the unions. The Executive Council, however, desires to impress upon local unions the necessity of complying with the constitution of the Federation in the matter of the calling and conducting strikes, and it must also warn local unions that they must not be in arrears if they wish to count upon that assistance in the future. The Executive Council has been disposed to give the benefit of the doubt to any union, and in a number of cases the payment of dues has been waived in view of special emergencies.

## REPORT OF PROCEEDINGS

## JURISDICTION DISPUTES.

The Executive Council regrets to state that much of its time has been unavoidably taken up with the settlement or attempted settlement of jurisdiction disputes. Despite the fact that your body in convention assembled has repeatedly declared for peace between the unions, and has advocated the submission of all matters in dispute to the arbitrament of third parties, the jurisdiction disputes seem to grow in number and in intensity. We regret to state that while many of the unions so engaged in controversies over jurisdiction are willing to accept any reasonable arrangement arrived at, a number of unions refuse to abide by the decision of an impartial arbitrator and insist narrowly upon their own interpretation of the boundaries of their trade.

The Executive Council feels called upon to issue to the unions composing this body a solemn note of warning as to the dangers which lie in the continuance of jurisdiction disputes. Many of the unions appear to be more engrossed in the problem of securing new adherents from unions already existing, or to extend the work of their members at the expense of other organizations, than they are in resisting the aggressions of employers, or securing higher wages, shorter hours, and better conditions of work. The American Federation of Labor has only limited power in the settlement of these disputes. It claims no authority to intervene and any action which it takes is voluntary. The Executive Council, however, has, during the past year repeatedly offered its services to unions engaged in controversies of this nature, and has in every case endeavored to bring about an amicable arrangement and a satisfactory settlement of these difficulties. It must be realized, however, by all, that the questions of jurisdiction can not be definitely or authoritatively settled by the American Federation of Labor alone, but that the success of the unions in solving these difficult problems must depend upon their own reasonableness and upon their willingness to make mutual concessions and sacrifices for the good of the whole labor movement.

The Executive Council, however, has fortunately been able to settle a number of the controversies arising over jurisdiction and similar success is anticipated in a number of controversies which are still pending. We recount a number of the cases and their present status. They will necessarily receive your attention and we earnestly hope that, with the co-operation of all, peace, good will, and success will result.

## SHEET METAL WORKERS.

Despite the fact that the Amalgamated Sheet Metal Workers' International Association was a formidable organization, several locals of the craft in some of the important cities of the country were unattached thereto. The greatest hostility existed between them, resulting in the injury of the members of the craft, as well as to the labor movement in the several localities. We endeavored to bring about an understanding through correspondence and conferences, but without avail. The Amalgamated Association was about to hold a convention, and our strongest influences were concentrated upon having the representatives of the unattached locals to send a committee to that convention, fully empowered to act for their constituents, with the result that true amalgamation has been accomplished and but one comprehensive international union of the trade now exists. Vice-President Kidd, at the request of President Gompers, acted as the representative of the American Federation of Labor at this convention.

## TEAM DRIVERS AND TEAMSTERS.

In conformity with resolution No. 184, adopted by the New Orleans convention, the Executive Council took steps to terminate the controversy between the Team Drivers' International Union and the Teamsters' National Union. Each of these unions appointed three members from its own organization and one each from the floor of the convention, the ninth delegate being appointed by President Gompers. In accordance with this action John A. Moffett, as representative of the American Federation of Labor, submitted a full report and decision by which an amalgamation took place upon terms fixed upon by the members of both unions represented, according to membership. This decision gave rise to a number of questions as to interpretation, which were solved to the satisfaction of both parties, and the question of amalgamation was taken up and settled in a joint convention at Niagara during August of this year. The attention of the Executive Council in this matter brought to a close a prolonged and bitter contest.

## IRON MOLDERS AND COREMAKERS.

Conference was held between representatives of the Iron Molders' Union of North America and the Coremakers' International Union and an agreement reached by which the latter became amalgamated with the Iron Molders' Union of North America to the satisfaction and advantage of both.

**UPHOLSTERERS.**

The conflict existing between the International Upholsterers' Union and the Upholsterers Union of New York City occasioned much correspondence which led to a conference between the representatives of both parties in interest. An agreement was reached, submitted to the convention of the international union, and ratified, by which the policy of division was abandoned and unity accomplished.

**METAL MECHANICS VERSUS PLUMBERS.**

The contest between the International Association of Allied Metal Mechanics and the local plumbers' union of Pittsburg was taken up by the Executive Council and satisfactory arrangement was made between these unions and confirmed by the Council.

**LADIES' GARMENT AND LAUNDRY WORKERS.**

The dispute existing between the Ladies' Garment Workers' International Union and the Shirt, Waist and Laundry Workers' International Union as to jurisdiction over certain classes of work has been adjusted by a conference having been held and an agreement reached by which under certain conditions which formerly formed the subject of controversy the joint use of the label is to obtain.

**PLUMBERS AND ELECTRICAL WORKERS.**

The controversy between the United Association of Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers and the International Brotherhood of Electrical Workers, regarding the jurisdiction over conduit workers, was renewed and taken up in the April meeting of the Executive Council. The former decision was reaffirmed that the question in dispute was covered by the general decision, and in accordance therewith conduit work stands awarded to the International Brotherhood of Electrical Workers.

**LAUNDRY WORKERS VERSUS GARMENT WORKERS.**

In the dispute between the Shirt, Waist, and Laundry Workers' International Union and the United Garment Workers of America, regarding the right of jurisdiction over shirt and waist makers and the use of their labels, the Executive Council made an award in accordance with previous decisions.

We are gratified to report that at a conference between the representatives of both organizations and President Gompers an entirely satisfactory agreement was reached.

**BREWERY WORKERS—ENGINEERS—FIREMEN.**

The dispute between the International Unions of Brewery Workers, of Engineers, and of Firemen occupied the attention of our conventions and of the Executive Council for many years, and notwithstanding extraordinary efforts on our part to bring about an understanding and our sympathetic co-operation in their own interest, the situation is far from satisfactory. This reached such an acute stage that at the last convention the following resolution was passed:

*Resolved*, That all engineers and firemen employed in breweries must belong to their respective international unions and that an agreement shall be drawn up between the brewery workers, the engineers, and firemen, in effect, that when a trade difficulty arises affecting the interest of either one, all three mentioned organizations must co-operate in adjusting said dispute; said agreement to be drawn up by two members from each of the three mentioned organizations and two members of the Executive Council of the American Federation of Labor, said committee to meet within sixty days after the adjournment of this convention.

Under this resolution a conference was held by the representatives of the organizations named on January 16 last at Cincinnati, Ohio, and an agreement reached as follows:

**AGREEMENT.**

"Section 1. In accordance with the resolution adopted by the American Federation of Labor Convention at New Orleans, November 22, 1902 (which appears on page 208 of the affixed proceedings), the following agreement has been entered into for the purpose of securing the best possible working conditions for the members of the above-named organizations, viz: joint working agreements and uniform date for signing same.

"Sec. 2. A joint conference board shall be formed, consisting of four members: two from the International Union of United Brewery Workers, one from the International Union of Steam Engineers, and one from the International Brotherhood of Stationary Firemen. In case of the board being unable to reach a decision, they shall select a fifth man, within two days, and the decision reached by the board thus constituted shall be final.

"Sec. 3. A joint conference board shall be formed in each city or locality where there are local unions of the above-named organizations.

"Sec. 4. Each local union, or unions, desiring the assistance of the parties of this contract shall present their demands to the joint conference board for approval.

"Sec. 5. If the joint conference board does not approve demands or grievances submitted, an appeal can be taken to the joint conference board provided for in section 2. Decision of this Board to be final and binding on all parties to this agreement.

"Sec. 6. All questions under consideration by the national or local conference boards shall be decided by a majority vote.

"Sec. 7. In case of disagreement regarding the interpretation of this agreement, the same shall be referred to a disinterested party of arbitrators consisting of three members (one to be selected by each organization), whose award or finding shall be binding on all parties.

"Sec. 8. Joint conference boards of different cities or localities in entering into agreements must arrange that they terminate at the same time.

"Sec. 9. New contracts shall not be extended beyond the time of contract or contracts now in existence.

"Sec. 10. Grievances requiring joint strikes must be approved by the joint conference board of the city or locality and the joint conference board of the international unions.

"Sec. 11. Strikes may be declared off by a majority vote of the conference board of the international unions.

"Sec. 12. All engineers and firemen now members of the International Brewery Workers' Union shall be admitted to membership in local unions of engineers and firemen, without payment of initiation fees or fines, upon the presentation of a card or due book, showing that they are in good standing up to date in the International Union of United Brewery Workers.

"Sec. 13. Amendments may be proposed hereafter by either party, and, on ratification by the other parties in such manner as its laws provide, shall become a part of this agreement."

Subject to ratification by special convention of the United Brewery Workers of America.

(Signed)

JUL. ZORN,

LOUIS KEMPER,

*Representing the International Union of United Brewery Workers*

GEORGE V. LIDTHALL,

P. MCMAHON,

*Representing the International Union of Steam Engineers.*

C. L. SHAMP,

TIMOTHY HEALY,

*Representing the International Brotherhood of Stationary Firemen.*

FRANK MORRISON,

JAS. O'CONNELL,

*Representing the American Federation of Labor.*

Thereupon the officers of the United Brewery Workers' International Union called a special convention of that organization with the evident design of defeating the purpose of both the New Orleans convention resolution as well as the agreement, for at that convention the agreement was so changed, without conference with or consent of the other parties thereto, as to render it meaningless and ineffective. Of course, this led to further rivalry and friction and reprisals.

At Columbus, Ohio, the situation became so acute that, having the matter brought to our attention, we rendered the following declaration and decision:

"1. That all agreements entered into by the firemen and engineers with the Columbus, Ohio, brewery proprietors, incidental to the dispute, be annulled.

"2. That men employed in the breweries in Columbus, in accordance therewith, should be withdrawn; and

"3. That representatives of the three organizations meet jointly for the purpose of entering into a contract with the employing brewers of Columbus, Ohio, in accordance with the terms of the agreement entered into at Cincinnati, Ohio, January 16, 1903.

We delegated Organizer Pierce as the representative of the American Federation of Labor to proceed immediately to the seat of contest, there to carry out the decision rendered, which, as you will observe, is in exact accord with the resolution adopted at New Orleans.

We had the controversy again brought to our attention, but this time as it exists in St. Louis, and at our September meeting, after hearing all parties, came to the following conclusion:

"In the matter of the dispute in St. Louis among members of the Brewery Workers, the Engineers, and the Firemen's unions in the breweries of that city, we find that the temporary or provisional agreement with the brewery firms, made July 3, 1902, anticipated a final decision on the question of jurisdiction at the New Orleans American Federation of Labor convention, and stipulated to be governed thereby. The decision rendered by the New Orleans convention of the American Federation of Labor provided that the engineers and firemen in breweries must belong to the respective international unions of those crafts, and in accordance with these facts we hold and so decide that representatives of the three unions shall meet in St. Louis not later than the first week in October, for the purpose of forming a joint agreement as per the provisions of the New Orleans resolution on the subject."

At our Toronto meeting the legality of the decision of the New Orleans convention was questioned by the brewery workers' representatives, Mr. Kiendl asserting that the delegates of the United Brewery Workers' International Union to the New Orleans convention of the American Federation of Labor reported to the convention of the International Union of United Brewery Workmen:

1. That at the time the vote was taken upon the subject-matter in controversy there was not a quorum present, as required by the constitution of the American Federation of Labor.

2. That the constitution of the American Federation of Labor provides that when one-tenth of the delegates present call for a ye and nay vote it shall be ordered; that a call was made by one-tenth of the delegates for a roll call for the ye and nay vote upon the question in controversy and it was refused.

3. That the delegates of the brewery workers were willing to make affidavit as to the accuracy thereof.

4. That on account of this they should have recourse to the referendum of the American Federation of Labor.

Mr. Kemper entered objection to the third statement. He said their delegation had not been consulted in regard to the matter, and Mr. Kiendl was not a delegate to and was not conversant with what transpired at the convention.

The Executive Council answered the above as follows:

1. That at all times during the New Orleans convention of the American Federation of Labor a quorum was present; that even if this were not so, the time to interpose that objection was when the question was under consideration at the convention; that the failure to make the objection at the time precluded the consideration of such an objection thereafter.

2. That a roll call for a ye and nay vote was not demanded upon the question at issue at the New Orleans convention.

3. That the making of an affidavit is not necessarily the proof of the accuracy thereof, and in view of the question not being raised at the New Orleans convention, they can not be entered now.

4. That but few of the international unions have the means by which a referendum vote upon any subject of their own can be referred to a referendum vote; hence it is impossible for the American Federation of Labor to provide a referendum vote until its affiliated international unions have provided the means by which such a vote can be taken.

The engineers' and firemen's representatives demanded the revocation of the brewery workers' charter. We rendered the following decision:

In the matter of the application for the revocation of the charter held by the United Brewery Workers' International Union for its failure to abide by the decision of the New Orleans convention of the American Federation of Labor, which reads as follows:

*Resolved*, That all engineers and firemen employed in breweries must belong to their respective international unions, and that an agreement shall be drawn up between the brewery workers, the engineers and firemen, in effect that when a trade difficulty arises affecting the interest of either one, all three mentioned organizations must co-operate in adjusting said dispute; said agreement to be drawn up by two members from each of the three mentioned organizations and two members of the Executive Council of the American Federation of Labor, said committee to meet within sixty days after the adjournment of this convention.

The Executive Council feels loath to resort to so drastic a measure, believing that after all the efficiency, permanency, and success of the American Federation of Labor depends upon the good will and voluntary acquiescence of international unions in the decisions rendered by the highest tribunal in the labor movement—the convention of the American Federation of Labor. We are convinced beyond question that the United Brewery Workers' International Union seriously errs and stands in the way of its own success, provoking antagonism from sources which should and would be fraternal, helpful, and co-operative, if it voluntarily and broad-mindedly gave its full adhesion to the recommendations and decisions of the Executive Council and of the American Federation of Labor itself.

The causes of the constant strife, strikes, and lockouts in various cities are due primarily to the unwise course pursued by the United Brewery Workers' International Union in rejecting and acting in violation of the advice and decision rendered as the result of the experience of the labor movement.

We therefore urge upon the executive officers of the United Brewery Workers' International Union full compliance with the decision of the New Orleans convention of the American Federation of Labor, and with the agreement reached at Cincinnati, Ohio, January 16, 1903, by the representatives of the United Brewery Workers' International Union, the International Union of Steam Engineers, and the International Brotherhood of Stationary Firemen.

We strongly impress upon the executive officers of the United Brewery Workers' International Union the absolute necessity of complying with the decision above referred to at the earliest possible date, and to so advise us, so that we may be relieved of the disagreeable duty incumbent upon us in dealing with organizations that violate the decisions of the convention.

We then directed Organizer Ireland to proceed to St. Louis and endeavor to effect a settlement upon the lines indicated. The brewery workers claimed that he was biased, and then Organizer Pierce was substituted, who submitted the following report:

#### ORGANIZER'S REPORT, ST. LOUIS.

MR. SAMUEL GOMPERS,

*President, American Federation of Labor.*

DEAR SIR AND BROTHER: I arrived in St. Louis on October 15 and immediately wired Mr. Kemper, secretary of the International Union of United Brewery Workmen of America; Mr. McKee, secretary-treasurer of the International Union of Steam Engineers, and Mr. Shamp, secretary of the

International Brotherhood of Stationary Firemen, requesting them to come to St. Louis and aid in settling the difficulty.

Mr. McKee, of the engineers, and Mr. Shamp, of the firemen, responded to my request and both gentlemen arrived in St. Louis on October 18. Mr. Kemper, of the brewery workmen, wired he could not come, but that Mr. Aug. Priesterbach, of St. Louis, had been instructed to meet me and represent the brewery workmen.

On October 16 I received a wire from Mr. Priesterbach notifying me that he was out of town but would return not later than October 19.

I delayed active work until the morning of the 20th in order that the representative of the brewery workmen might be present. Hearing nothing from him on the 20th I telephoned to the three local headquarters of the brewery workmen asking if Mr. Priesterbach had returned. The reply was *No*, and no one could give any information as to when he would return.

I notified Secretary Kemper by wire that his representative had not appeared and that I should proceed with my work.

Secretary Kemper wired back that he had wired Priesterbach to take up the matter with me immediately. Still he did not come, and hearing nothing further from him I decided to start my investigation of the difficulty existing and try and adjust the same.

The committee representing the International Union of Steam Engineers and International Brotherhood of Stationary Firemen met with me and made the following statements:

That for some time prior and up to August 25, 1903, the engineers and a majority of the firemen in the breweries of St. Louis were members of their respective international craft organizations.

That just prior to August 25, 1903, President Lighthall, of the engineers, and Secretary Shamp, of the firemen, together with a local committee of their respective organizations, undertook to place agreements in force in the St. Louis breweries to govern their trades.

They first tried to obtain a hearing with the secretary of the St. Louis Brewers' Association, which hearing was refused. They then proceeded to visit the independent breweries, and stated to them what their wishes were and asked that their right to control the engine and boiler room be recognized and their agreements signed.

Mr. Menzenwerth, representing the Anheuser-Busch Brewing Company, suggested that a meeting of the brewers' association should be held for the purpose of meeting the representatives of the engineers' and firemen's organizations, and that he would see that such a meeting was held, and if the brewers' association would not do business with the representatives of the engineers and firemen, then the independent brewers would.

The meeting of the brewers' association was arranged, and the representatives of the engineers and firemen were requested to attend, which they did, but when they arrived they found that a committee of the brewery workmen were already in conference with the brewers' association.

The engineers and firemen's committee were kept waiting for over an hour, and were finally told by the representative of the brewers' association that objections had been raised to the size of the committee, and as the brewery workmen only had five men present the engineers and firemen jointly should only have five. The engineers and firemen promptly refused to accede to such a request, and as the meeting was called for the purpose of hearing what they had to say, and not the brewery workmen, they demanded that they be heard. The representative of the brewers' association went back to the meeting, and again the engineers and firemen were kept waiting. After waiting a reasonable length of time and hearing nothing more from their request, the engineers and firemen left.

The following day the two committees representing the engineers and firemen paid another visit to the individual breweries and demanded the signing of their agreements, and meeting with a refusal, began to call their men out of the engine and boiler rooms. Twenty-three engineers and seventy-five firemen in all came out, and their places have all been filled by members of the International Union of United Brewery Workmen.

After hearing the side of the engineers and the firemen I met Mr. Jones, who represents the brewers' association. I stated to him plainly the decision of the American Federation of Labor in the brewery workmen, engineers, and firemen's controversy, and asked what we could expect from his association? His reply was, that the brewery workmen do not recognize that decision as final, and until it is settled once and for all the brewery proprietors proposed to stand neutral.

I called his attention to the fact that the matter had been decided and that the decision would have to stand until the American Federation of Labor saw fit to change it, and that in my opinion the brewers' association had already placed themselves in such a position by employing members of one organization to take the places of others, in direct violation of the decision of the American Federation of Labor; that they could no longer lay claim that they were neutral, as they had by such action taken sides in the matter.

Mr. Jones then stated that he was willing to do business with the engineers' and firemen's associations, provided that if he did so, and the brewery workmen should strike, we would fill their places. He was told we would not guarantee any such a thing.

I then asked him if he had any reason to believe that if the brewers' association lived up to the decision that the brewery workmen would strike. His answer was, *No*. (Although later on I was told by the representative of the Anheuser-Busch Brewing Company that such a threat had been made.)

Mr. Jones then stated, as we would not agree to fill men's places who might strike, they would take the lesser of two evils and stay as they were.

Mr. Jones was then asked to call a meeting of his association so that the matter might be laid fairly before them, so no one could claim they were not officially notified of the decision of the American Federation of Labor bearing on the question at issue. This he (Jones) refused, stating that his people were satisfied and understood the question. He furnished me with a list of breweries outside the association, and I proceeded to interview them.

I met Mr. Menzenwerth, of the Anheuser-Busch Brewing Company, and explained the decision to him. After I had finished, he stated he did not care to discuss the matter with me individually, but he would like very much to have me explain the matter to the brewers' association as a whole, as the independent breweries had acted with that association all through the controversy and he felt they should continue to do so. He suggested holding the meeting on Friday, October 23, at 3 p. m., and asked me to see Mr. L. Lemp and make arrangements for the same. I did as requested; saw Mr. Lemp, and the meeting was arranged. Up to this time, or between October 15 and October 21, no representative of the brewery workmen appeared, but in the afternoon of October 22 (after I had arranged to meet the brewers' association on the 23d) three gentlemen called upon me and, handing me their cards, which showed they were local officers of the brewery workmen, they stated that they had simply called to notify me that Mr. Priesterbach would be in the city Friday night, October 23, or Saturday morning, the 24th. I told them I should continue my work just the same, and I should attend a meeting of the brewers' association, in company with a committee of the engineers and firemen, and if the brewery workers were not represented, it was their fault and not mine.

The brewery workers left, and on Friday, the 23d, at about one o'clock p. m., I was called to the telephone by the brewers' association and told by Mr. Jones that the meeting Friday afternoon could not be held, as their association had certain rules to go by in order to call a meeting, and I had not complied with their rules. I explained to Mr. Jones that nothing of that nature had been mentioned before and I knew nothing of their rules. After further talk with him I became convinced that there was some other reason than the one given for breaking faith with me at the last moment, and told them they could keep their word with me that afternoon or not at all, and the meeting did not take place.

After receiving further orders from headquarters I made no further attempt to meet the brewers' association.

Met Mr. Priesterbach on Saturday, October 24, and made arrangements for a joint meeting of the brewery workmen, engineers, and firemen for Tuesday, October 27.

On Tuesday the three committees met, but on account of a run on the St. Louis trust companies taking place on that day and the different organizations having their funds in the same, which they wished to look after, we adjourned to meet Wednesday, October 28.

We met Wednesday, all three organizations represented, and after a discussion of the controversy again adjourned to Thursday, October 29, when each organization was to present its positions and claims in writing and we would then see if anything could be done.

Met Thursday, October 29, and each organization presented its positions, which you will find accompanying this report. Each side stated that the documents presented by them were final, and seeing that nothing further could be done I adjourned the meeting.

Mr. Priesterbach justified his position by saying his international union at their Cincinnati convention had laid down a certain policy and he individually would not undertake to override the decision of the international union.

Having nothing further to do in the matter, I closed my work and left for headquarters.

Respectfully submitted.

(Signed) J. D. PIERCE, *General Organizer*.

#### ENGINEERS' STATEMENT.

ST. LOUIS, Mo., October 29, 1903.

In order that the difficulty which now exists in St. Louis between the locals of the brewery workmen, engineers, and firemen may be settled, we submit the following as our position in the matter:



Prior to August 28, 1908, all engineers in the employ of the St. Louis breweries were members of locals Nos. 2, 48, and 44 of the International Union of Steam Engineers. On August the 28th our members were obliged to strike, and since leaving their jobs the places have been filled by men holding cards in the brewery workmen, which we believe to be contrary to the trade union principles and in opposition to the decision rendered by the American Federation of Labor at the New Orleans convention. We, therefore, ask that members of the brewery workmen, who are now holding the positions of our striking members, be withdrawn from the breweries, and that we be given jurisdiction over that part of the plants, in conformity with the decision of the trade union movement, represented in the American Federation of Labor.

J. P. McDONOUGH.

#### BREWERY WORKERS' STATEMENT.

The statement signed and submitted by brewery workmen representatives is as follows:

ST. LOUIS, Mo., October 28, 1903.

In accordance with the resolution adopted at the New Orleans convention, and a recent instruction of the Executive Council of the American Federation of Labor; that a conference be held in the city of St. Louis, by and between the representatives of the International Union of United Brewery Workmen, the International Union of Steam Engineers, the International Brotherhood of Stationary Firemen, and a representative of the American Federation of Labor, for the purpose of drawing up an agreement to carry out the provisions of the resolution adopted at the New Orleans convention:

The representatives of the International Union of United Brewery Workmen hereby submit the following preamble and resolutions for the consideration of the conference, and respectfully urge their adoption:

"Whereas, the resolution of the New Orleans convention *does not specify any time within which the International Union of United Brewery Workmen are required to surrender jurisdiction over the Engineers and Firemen* now members of said organization and employed in breweries; and

"Whereas, the resolution stipulates that an agreement shall be drawn up between the parties in interest to aid in adjusting any dispute in relation thereto; and

"Whereas, the agreement drawn up by the representatives of the said organizations on January 16, 1903, provided that the said agreement should be subject to the ratification of the special convention of the International Union of United Brewery Workmen; and

"Whereas, the said convention of the International Union of United Brewery Workmen refused to ratify the said agreement;

"Therefore be it resolved, that it is the sense of this conference that the engineers and firemen employed in breweries, and now under the jurisdiction of the International Union of United Brewery Workmen, shall become members of the International Unions of Engineers and Firemen whenever the Executive Council or a convention of the American Federation of Labor shall by resolution require all engineers and firemen, who are now members of labor organizations affiliated with the American Federation of Labor, to become members of the International Brotherhood of Stationary Firemen and members of the International Union of Steam Engineers."

AUG. PRIESTERBACH.  
W. SCHREPEL.  
JACOB GABELMANN.  
J. GEHBAUER.  
WM. C. EGGEMANN.  
JOS. HAHN.

#### FIREMEN'S STATEMENT, ST. LOUIS.

ST. LOUIS, Mo., October 29, 1903.

In order that the difficulty which now exists in St. Louis between the locals of the brewery workmen, engineers, and firemen may be settled, we submit the following as our position in the matter:

Prior to August 28, 1903, the majority of all the firemen in the employ of the St. Louis breweries were members of local No. 6 of the International Brotherhood of Stationary Firemen. On August 28 our members were obliged to strike, and since leaving their jobs the places have been filled by men holding cards in the brewery workmen, which we believe to be contrary to the trade union principles and in opposition to the decision rendered by the American Federation of Labor at the New Orleans convention. We therefore ask that members of the brewery workmen who are now holding the positions of our striking members be withdrawn from the breweries; and that we be given jurisdiction over that part of the plants in conformity with the decision of the trade union movement represented in the American Federation of Labor.

P. MILLER.

The instructions given to Organizers Ireland and Pierce was to the effect to bring about a settlement and endeavor to avoid an interruption in the industry, for we were anxious to prevent any inconvenience, much less injury, to employers who are inclined to be fair to and come to an

agreement with organized labor. The decision of the New Orleans convention and our efforts instead of receiving the due consideration and acquiescence to which they were entitled, were openly and flagrantly antagonized by the brewery workers. The agreements made by the brewery workers with the St. Louis brewery employers last year in regard to engineers and firemen were dependent upon a decision to be reached by the American Federation of Labor at New Orleans. Surely nobody could come to any conclusion or reach a decision more emphatically than was rendered in this case at the New Orleans convention of the American Federation of Labor. Despite this fact the brewery workers contend that another and an opposite decision shall be reached by this convention.

There is, perhaps, no organization in the country which receives the more cordial and hearty support of the American Federation of Labor than does the Brewery Workers' International Union. In the splendid work of raising the brewery workers from the misery of long hours and low wages to their present improved conditions we have materially aided them, and in their achievement we take great pride. We are all of us anxious to be helpful to that organization for still further advancement, but we can not be indifferent to its utter disregard of the judgment and conclusions reached by the American Federation of Labor.

#### **SHEET METAL WORKERS AND PAINTERS.**

The Amalgamated Sheet Metal Workers' International Union entered a complaint against the Brotherhood of Painters, Decorators, and Paperhangers of America, alleging that the latter were intrenching upon the former's jurisdiction and work by having its members perform the work of glazing in metallic skylights and sashes. Despite conferences and correspondence upon the subject, a satisfactory agreement has not yet been reached, although we are endeavoring to induce the organizations to confer and arrange for a working basis.

#### **UNITED BROTHERHOOD AND AMALGAMATED SOCIETY OF CARPENTERS**

The dispute between the United Brotherhood of Carpenters and Joiners of America and the Amalgamated Society of Carpenters and Joiners caused great friction and several conflicts during the year. We have endeavored to bring about a satisfactory adjustment of the difficulties, each of which for one reason or another has not brought about the desired result. A conference of both organizations in the early part of the year proved fruitless, particularly owing to the fact that they had failed to agree upon and select an umpire. We seconded the efforts of President Gompers in insisting upon both organizations complying with the New Orleans decision and agreement, that is, to select an umpire for the purpose of bringing about an amalgamation of both organizations. This finally resulted in the selection of Mr. A. Strasser as umpire, who, after extended hearings and great deliberation, has rendered a decision and award and formulated a plan for amalgamation. Copies of Umpire Strasser's decision, award, and plan were forwarded to both organizations. Secretary Duffy, on behalf of the united brotherhood, has advised us that the executive board of his organization approved and agreed to the same. Secretary Atkinson, of the amalgamated society, has acknowledged the receipt of the award but has not yet advised us of its acceptance.

We sincerely hope that the amalgamated society may soon acquiesce, for, under the plan, every essential feature beneficial to the members and the craft now contained in the system of the amalgamated society will become part of the united brotherhood, and an effective organization will be an accomplished fact, with all the elements of rivalry, strife, and antagonism, so injurious to the interests of the carpenters and to all labor, eliminated.

#### **BLACKSMITHS AND ALLIED METAL MECHANICS.**

In compliance with resolution of the New Orleans convention representatives of the International Association of Allied Metal Mechanics and the International Brotherhood of Blacksmiths met in conference, Vice-President O'Connell acting as umpire. Hearings were had and an award made. Against this award the Allied Metal Mechanics protested to us and asked its reversal. We have taken up this matter at two sessions of the Executive Council, but were unable to reach an agreement as to our duties and powers in the premises. For your convenience and information we report the resolutions which were offered at the first session when this subject came before us and when all three resolutions were defeated. At the second meeting the first and second were defeated and the third adopted. They are as follows:

"Moved, that in the appeal of the International Association of Allied Metal Mechanics against the award of the umpire agreed upon by the representatives of the above-named organization and the International Brotherhood of Blacksmiths to adjust the dispute between these two organizations in the matter of the jurisdiction over blacksmiths' helpers, it is the decision of the Executive Council that it has no right to review a case that has been adjudged by an arbitrator to whom was referred the subject-matter in controversy when both parties to the same having agreed in advance to abide thereby.

"Moved, that in the pending dispute between the International Association of Allied Metal Mechanics and the International Brotherhood of Blacksmiths, relative to the blacksmiths' helpers

and the drop-forgers, the evidence submitted to us, including the award by Vice-President O'Connell, shows that there was no signed agreement for the transfer of members, but that the incidental transfer of members was entered into through a misunderstanding, and because of which we declare that the conditions as they existed before the transfer of members shall be restored, and if the two organizations desire to transfer members from one body to the other they shall meet by committee appointed for that purpose and enter into a signed agreement accordingly.

Moved, that in the dispute between the Allied Metal Mechanics and the International Brotherhood of Blacksmiths that it is the sense of the Executive Council that it is not within its province to review a decision rendered by an arbitrator when the arbitration has been agreed upon by both parties thereto; but that the Executive Council has the right, when they believe that the evidence submitted to them warrants the conclusion that an injustice may have been done either party to recommend to the next convention of the American Federation of Labor that the case be reopened, and that in this case we do so recommend.

#### UNITED ASSOCIATION OF PLUMBERS AND NATIONAL ASSOCIATION OF STEAM FITTERS.

Some years ago the National Association of Steam and Hot Water Fitters and Helpers applied for a charter to the American Federation of Labor. Against its issuance the United Association of Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers protested. The convention that year selected a committee rather favorably disposed toward the former organization to investigate the matter and report to the Executive Council as to whether the charter should be issued, and if the recommendation was affirmative that the charter be issued. The report favored the issuance of the charter upon certain stipulated conditions. The National Association officers were communicated with and upon receiving their approval charter was issued to it under the conditions named.

Complaint was made by the United Association that the National Association was constantly violating the conditions under which the charter was issued to the latter. This resulted in much friction and controversy. The last convention at New Orleans decided that the entire subject-matter in controversy between the two organizations be referred to a committee representing both organizations and that an umpire be selected by the American Federation of Labor. Mr. Frank A. Rist, of Typographical Union of Cincinnati, was appointed as umpire. A conference was held, Mr. Rist rendering a decision and award, which in substance provided for the merging of the National Association with the United Association upon the following terms as previously proposed by the United Association:

"First. That the entire constitution of the united association be adopted by the national association, in so far as it relates to cards, revenue, reports, due books, conventions, supplies, organizers, and general officers.

"Second. That all steam, hot water, and sprinkler fitters and their helpers shall be known as members of the Steam and Hot Water Fitters' Alliance of the United Association, except where there are not enough steam or hot water fitters, etc., in any certain city to form a separate local under their particular alliance, but it is expressly understood and agreed that all fitters shall be under the control and jurisdiction of the aforesaid alliance, and subject at all times to the mandates and rulings of that body.

"Third. That the Steam and Hot Water Fitters' Alliance of the United Association shall, in regular convention of the united association, elect such officers as they may deem necessary, this to include an executive board, which board shall decide all matters of dispute between the members of their alliance concerning the constitution or working rules, fines, etc., but where appeals or constitutional questions involve directly the plumbers or gas fitters they shall be decided by a standing committee composed of one steam fitter, one gas fitter, one sprinkler fitter, one plumber, and one steam fitters' helper, and all such questions shall be referred to this arbitration committee through the general secretary-treasurer in the same manner as all other propositions are referred to the general executive board of the united association.

"Fourth. That the secretary-treasurer of the Steam Fitters' Alliance shall have access to the office and books of the united association and be furnished with desk room at the general office. His duties shall be to attend to correspondence between the locals of his alliance where such correspondence has specific reference to the steam fitting industry.

"Fifth. That the sum of \$1,200 be paid annually toward the salary of the secretary-treasurer of the Steam Fitters' Alliance out of the funds of the united association.

"Sixth. That it is distinctly understood and agreed that all regular taxes and other constitutional revenues levied on the general membership of the united association shall be binding on all steam and hot water fitters, etc., the same to be paid to and receipted for by the general secretary-treasurer of the united association, and that in return such members shall receive all the rights and benefits provided for in the united association general constitution or otherwise agreed upon by this alliance.

"Seventh. It is also understood and agreed that the Steam and Hot Water Fitters' Alliance shall have full right of control and jurisdiction over all working rules concerning steam and hot water fitters, etc. (trade dispute between the same), initiation fees, where the same do not conflict with the principle of the system now in use by the united association. It is further agreed that this alliance shall not be altered or amended by any convention of the united association unless the steam and hot water and sprinkler fitter members are equally represented in such convention or on a subcommittee of the convention.

"Eighth. No part of this agreement shall be construed to prohibit the Steam Fitters' Alliance from levying any special assessment, or maintaining any fund of any character, or electing any officer or officers for their particular benefit, or performing any other act deemed necessary for their particular benefit that is not contrary to the general constitution of the united association."

The decision of Mr. Rist was also to the effect that unless the national association complied with the award and became merged with the united association the charter held by the former should be revoked by the American Federation of Labor. The national association refused to abide by the award and under it we had no alternative but to revoke the charter.

The national association has advised us that it proposes to appeal to this convention from the award rendered. As to whether it is within the province of this convention to entertain an appeal of this character, and possibly reverse an award rendered by an umpire, you must determine.

### **METAL MECHANICS, METAL WORKERS, AND MACHINISTS.**

The dispute of the Allied Metal Mechanics with the United Metal Workers and the Machinists' International Association regarding the question of jurisdiction was taken up by us and already partially reported the metal workers directed to confine themselves to their original jurisdiction under which the charter to the organization was granted; that President O'Connell of the machinists filed a statement covering the jurisdiction claimed by his organization; that inasmuch as the convention of the allied metal mechanics would be held shortly, the metal workers send a committee with power to that convention to act; that Vice-President O'Connell act as the representative of the American Federation of Labor at that conference and that an agreement be reached for a clear line of demarcation of jurisdiction of each organization so that all might co-operate to advance the interests of all and avoid friction and ill-feeling occasioned by invasion of each other's rights.

### **CARPENTERS AND WOOD WORKERS.**

The United Brotherhood of Carpenters and Joiners of America and the Amalgamated Wood Workers' International Union have been in dispute for several years regarding matters of jurisdiction. At one time an agreement, or understanding, existed between these organizations upon the subject of jurisdiction over certain classes of work, but for a long time it has been unsettled. Committees and the Executive Council reported fully upon this subject; particularly was this the case in our report to the New Orleans convention. A resolution was adopted there, however referring the entire subject-matter to a committee representing both organizations, the committee to select and agree upon an umpire. The committee met and selected Mr. P. H. Downey, who subsequently rendered an award. The United Brotherhood of Carpenters, however, were dissatisfied with the award and refused to live up to its terms. The Amalgamated Wood Workers thereupon met and applied to us for a revocation of the charter of the United Brotherhood of Carpenters. We thereupon placed ourselves in correspondence with General Secretary Duffy, of the carpenters, reciting the fact that the New Orleans convention had referred the controversy to a conference committee and the United Brotherhood had agreed to abide by the decision.

In his letter of July 6 Secretary Duffy claimed that his union had not agreed to abide by the award, but had merely assented to the substitute resolution of Delegate Wilson to the effect that the entire question of jurisdiction of the two organizations be submitted to this committee for adjustment.

It is contended, however, by the Executive Council that the agreement to submit the matter to a committee involves necessarily a willingness to abide by the award of such committee, and under date of July 29 President Gompers stated this to Mr. Duffy.

The united brotherhood advised us that it will appeal from the decision of the umpire and of the Executive Council to this convention.

While the united brotherhood has a perfect right to appeal to this convention of the American Federation of Labor from any decision which the Executive Council may have rendered, the question arises whether it has the right to appeal from an award rendered by an arbitrator whom it helped to select and by whose award it in advance declared it would abide.

The position of the Executive Council is simply this, that the two organizations in question having through their representatives agreed to refer to a committee and an arbitrator the questions in dispute between them, and the arbitrator having rendered an award, we have simply insisted that the award is binding upon both parties.

As a matter of fact, if an appeal be taken and be allowed, the question must of necessity be not whether a decision of the Executive Council shall be sustained or reversed, but whether an appeal can be properly taken from the award of an arbitrator.

Even if such an appeal is admissible, the parties whom it affects should abide by the award pending such appeal or decision. The united brotherhood demanded the revocation of the charter of the Amalgamated Wood Workers' International Union because of alleged unfraternal acts of members of this organization, but it was contended by the latter organization that the acts complained of were retaliatory and resulted from the refusal of the united brotherhood to live up to

## REPORT OF PROCEEDINGS

the award. It is believed by the Executive Council that the scrupulous enforcement of the award by the united brotherhood would lead to the cessation of these unfraternal acts, and no action was therefore taken to revoke the charter of either organization.

### BREWERY WORKERS—TEAMSTERS.

The brewery workers complained of infringement of jurisdiction by the International Brotherhood of Teamsters over beer drivers. The brewery workers have always had jurisdiction over this class of workmen. We recommended that a conference be had between the representatives of both organizations for the purpose of reaching a satisfactory agreement. The conference was had, but we are advised no satisfactory results were obtained. We are hopeful, however, that an agreement may yet be reached between the two organizations.

### LONGSHOREMEN AND SEAMEN.

The conference directed at the last convention to be held between the representatives of the International Longshoremen's Association and the International Seamen's Union has not been held. We are therefore unable to make report thereon.

### WOOD, WIRE, AND METAL LATHERS AND CARPENTERS.

Under resolution 29 of the last convention correspondence was had with the representatives of the United Brotherhood of Carpenters and Joiners of America and the International Union of Wood, Wire, and Metal Lathers with a view of bringing about a conference to adjust the conditions as recited in this resolution. We are advised that both parties agreed to confer. Whether conference took place or any settlement was reached we are not informed.

### SILK AND TEXTILE WORKERS.

Upon the request of the silk workers for a charter, the Executive Council suggested amalgamation with the United Textile Workers of America, under an arrangement which would give the silk workers autonomy in their craft, with a vice-president to whom all matters affecting silk workers should be referred. We had a number of conferences with the representatives of the United Textile Workers of America and also with the silk workers. We finally persuaded the latter to call a convention for the purpose of discussing the advisability of becoming part of the former organization, under the conditions already stated. The convention was held, and at our request President Tansy of the textile workers and our organizer J. D. Pierce were present to prevail upon the convention for the adoption of our plan. The matter was finally referred to the local unions for a vote, and it was negatived. We regret that amalgamation was not effected; for, from the facts submitted to us, it is plainly evident that the crafts are so closely allied that the best interests of all would be accomplished by amalgamation. We recommend that further efforts in this direction be continued.

### BAKERS.

The Journeymen Bakers' International Union made application for issuance of charter under changed title, and for an extension of its jurisdiction. We felt impelled to decline to accede to this request, for it involved the jurisdiction of both the International Brotherhood of Teamsters and the Retail Clerks' International Protective Association. No better reason was assigned for this claim than that inasmuch as other organizations have extended their jurisdiction, there was no reason why the bakers should not extend theirs.

We would recommend that any international union contemplating either changing its title or extension of its jurisdiction should be required first to confer with the officers of the American Federation of Labor and also with the international union likely to be affected.

### CLOTH HAT AND CAP MAKERS.

The United Cloth Hat and Cap Makers made application for extension of jurisdiction so as to take in the straw hat workers and the ladies' felt hat workers. No objection was interposed by the United Hatters of North America, and as there is no other organization in existence which can claim jurisdiction we complied with the request, with the further recommendation that conference be held between the representatives of the United Cloth Hat and Cap Makers and the United Hatters for the purpose of bringing about the amalgamation, alliance, or co-operation of both organizations, with one recognized label.

**BLAST FURNACE WORKERS.**

The National Association of Blast Furnace Workers and Smelters of North America made application for change of name of that organization to International Association of Blast Furnace Workers and Smelters of America. The application was granted with the understanding that no extension of jurisdiction was implied thereby.

**OTHER COMPLAINTS.**

Complaint was made by the International Brotherhood of Teamsters against the Brotherhood of Railway Expressmen of America; the United Mineral Mine Workers of North America against the National Association of Blast Furnace Workers and Smelters of America; the Order of Railroad Telegraphers against the Amalgamated Association of Street and Electric Railway Employees of America; the International Brotherhood of Blacksmiths against the United Mine Workers of America, by reason of the infringement of jurisdiction. The matters were taken up by President Gompers in correspondence with the officers of the several organizations, and we have under the law declined to take further action upon the matters until the organizations meet by representatives in conference for the purpose of endeavoring to arrive at an agreement or adjustment of the matters in controversy.

**LEGISLATION.**

The Executive Council authorized the appointment of a Legislative Committee and President Gompers appointed Thomas F. Tracey and John A. Moffitt.

Owing to the fact that during the last year Congress was in its short session, but little progress was made in securing effective legislation upon bills presented by the American Federation of Labor. The Anti-Injunction Bill, which was drafted by the American Federation of Labor, passed the House in its first session, but was amended by the Senate Committee on Judiciary in such a manner as to render its passage undesirable. As it was impossible to secure the removal of the amendment in question, the bill was abandoned and was not called up for consideration.

The Immigration Bill was reported during the session, and was pushed with the utmost vigor. The bill, in conformity with the instructions of the last convention, provided for an educational test, but the antagonism aroused was so intense that the clause providing for this test was stricken out, and the bill as amended passed.

It was found impossible to take action upon the Chinese Exclusion Act in view of the shortness of the session, and the further fact that the law had been in operation for so short a time.

The Executive Council regrets to report that the Eight-Hour Bill has as yet also failed to be enacted into law. Hearings were had upon this bill after the Christmas recess by the Senate Committee on Education and Labor, and representatives from the National Manufacturers' Association and the ship building interests, as well as other opponents of the bill, were heard at great length. The arguments for the bill were presented by President Gompers and Vice-Presidents Duncan, O'Connell, and Secretary Morrison, and the bill was reported to the Senate in an amended form. The bill, while differing slightly from the original Gardner Bill, contains the essentials we desire. The majority of the Senators were in favor of the passage of this measure, but owing to the fact that the statehood bill had the right of way, no other measure could be considered except by unanimous consent, and the bill failed of consideration in the Senate.

In President Gompers' report is detailed the matters affecting legislation and we shall not therefore burden this with repetition. It is a satisfaction, however, to know that through our Legislative Committee we were enabled to prevent the passage of a number of measures direct and indirect against the welfare of the wage-earners of our country.

**THE PRESIDENT AND LABOR.**

The President accorded us the opportunity of a two hours' interview of the discussion with him of a number of matters affecting the interests of labor. Particularly among these were the eight-hour law and bill, anti-injunction bill, and other matters relating to labor; the "Miller case," as well as the case of Ephraim W. Clark. The President expressed himself in favor of the principles of the eight-hour bill; that he would take the anti-injunction bill under consideration; requested that a statement in the case of E. W. Clark be submitted to him, and handed to us a previously prepared statement regarding the Miller case, as follows:

*September 29, 1903.*

"I thank you and your committee for your courtesy, and I appreciate the opportunity to meet you. It will always be a pleasure to see you or any representatives of your organizations or of your Federation as a whole.

"As regards the Miller case, I have little to add to what I have already said. In dealing with it I ask you to remember that I am dealing purely with the relation of the Government to its employes. I must govern my action by the laws of the land, which I am sworn to administer, and which differentiate any case in which the Government of the United States is a party from all other cases whatsoever. These laws are enacted for the benefit of the whole people, and can not and must not be construed as permitting discrimination against some of the people. I am President of all the people of the United States, without regard to creed, color, birthplace, occupation, or social condition. My aim is to do equal and exact justice as among them all. In the employment and dismissal of men in the Government service I can no more recognize the fact that a man does or does not belong to a union as being for or against him than I can recognize the fact that he is a Protestant or a Catholic, a Jew or a Gentile, as being for or against him.

"In the communications sent me by various labor organizations protesting against the retention of Miller in the Government Printing Office the grounds alleged are twofold: 1, that he is a non-union man; 2, that he is not personally fit. The question of his personal fitness is one to be settled in the routine of administrative detail, and can not be allowed to conflict with or to complicate the larger question of governmental discrimination for or against him or any other man because he is or is not a member of a union. This is the only question now before me for decision, and as to this my decision is final."

In answer to a question as to whether his statement disposes of the charges which the Bookbinders' Union preferred against Miller, the President answered in the negative, and stated that it was a matter of administrative detail.

### EXECUTIVE COUNCIL CIRCULAR.

Having all these subjects in mind, we addressed a circular-letter to organized labor, as follows:

OFFICE OF THE AMERICAN FEDERATION OF LABOR.

WASHINGTON, D. C., September 30, 1903.

*To Organized Labor of America, Greeting:*

The Executive Council of the American Federation of Labor has recently addressed organized labor by circular on subjects including bills which will be introduced in the forthcoming session of Congress in the interest of the wage-earners of our country, and which were committed to us by you through your representatives at the last American Federation of Labor convention. Since then the Executive Council has held several sessions, and of all legislative measures the Eight-Hour and the Anti-Injunction Bills have received our especial attention.

The eight-hour day, because of the wonderful improvement in the methods of wealth production, by which the needs of man and the luxuries of life can be created in a workday of eight hours, we demand its enforcement, not only in private employment, but also on all work performed by or on behalf of the Government, whether the employment be direct, by contract or by sub-contract.

While we seek to avoid and avert strikes and industrial disputes, any attempt to cripple the right of labor as a last resort to strike in defense of our rights simply means labor's enslavement; for industrial tranquillity by agreement through the methods of conciliation and fair arbitration is only possible and attainable when the workers are organized and have the liberty to exercise their constitutional rights.

The writ of injunction in its proper sphere is a right and protection. It was never designed for the purpose to which it is now put in industrial disputes. There is not now upon the statute books of any State or upon the statute books of the Federal Government a line upon which authority is given the courts for the issuance of injunctions such as have been issued in industrial disputes. It is not the use, but the abuse, by the courts, of the writ of injunction, against which we protest, which is in direct conflict with the rights guaranteed to our people by the Constitution of our country.

The men in the organized labor movement are law-abiding, faithful, and loyal citizens. They have no desire for immunity from the laws governing other citizens, but they most emphatically resent and protest against the actions of courts convicting men for acts which they have the legal right to perform, and then, too, without the right of a trial by a jury of their peers.

The American principle of equal justice before the law is being violated day after day. The relics of antiquated judicial tyranny are being revived by some judges, while others so misinterpret existing law as to thereby aim to financially ruin our unions and mulct our men out of their hard-earned savings which they have endeavored to lay aside for their protection in middle or old age when the employing class and society have no further use for their services.

All really educated and honest men realize and admit that a thorough organization of the working people to render employment and means of subsistence less precarious, by securing them an equitable share of the fruits of their labor, is the most vital necessity of our time. Without such organization of labor in our present industrial era of wealth concentration, even a fair degree of industrial peace could not be maintained; the wage workers' condition would be forced

down to the lowest possible plane; their liberty would be crushed; their manhood and intelligence stunted, and the intellectual, industrial, commercial, and political standing of our country almost annihilated.

In spite of strikes here and there, organized labor has established, and is establishing, a greater degree of uninterrupted industrial peace by agreement with employers. Such agreement implies the organization of the working people in factory, shop, mill, or mine, for an organized body of workmen can only enter into an agreement with employers and faithfully abide by and carry into execution the terms of such agreement when all the workmen of an employer, at least in any given plant, are all members of the union.

The so-called "open shop" makes agreement with employers impractical if not impossible, for the union can not be responsible for the non-unionists, whose conduct often renders the terms of the agreement ineffective and nugatory. The agreement, or joint bargain, of organized labor with employers depends for its success not only upon the good will of the union and the employer toward each other, but that neither shall be subject to the irresponsibility or lack of intelligence of the non-unionist, or his failure to act in concert with, and bear the equal responsibility of, the unionists.

The right of the non-unionist to work when, where, and for what he pleases carries with it the logical right of the unionist to work or refuse to work when, where, and for what he pleases, and with whom he pleases.

To a non-unionist, despite that which his advocates say for him, can not be attributed the virtue of helping his fellow-workmen or contributing toward the establishment of more rightful relations between workmen and their employers. No force but that of persuasion and moral and intelligent influence should be exercised to convert the non-unionist to membership in our organizations, but it is hurtful from every view point, and to every enlightened interest, to advocate the "open shop." As the immortal Lincoln said, "This country can not long remain half free and half slave," so say we, that any establishment can not long remain or be successfully operated part union and part non-union.

In connection with the meeting of the Executive Council, and by appointment, a conference was held with the President of the United States for the purpose of discussing important labor legislation. The eight-hour bill was considered at length, the President stating that his mind had not changed on that form of legislation since he had favored it as Governor of New York State, and, therefore, was favorable to the passage of the proposed act.

On the anti-injunction bill, in response to questions submitted, the President replied the subject would have his most careful and earnest attention.

Other important questions affecting legislation, as per decision of the last convention, were taken up, and on behalf of the International Brotherhood of Bookbinders the Miller case was discussed. The Executive Council brought to the President's attention the manner in which his decision had been quoted, and, in addition to the relationship of Mr. Miller to the bookbinders' union, as brought forth in the charges against him, the "open shop" idea was carefully considered. Replying to statements on the subject, President Roosevelt set forth that in his decision he had nothing in mind but a strict compliance with federal, including civil service, law, and that he recognized a difference between employment by the Government circumscribed by those laws and any other form of employment, and that his decision in the Miller case should not be understood to have any other effect or influence than affecting direct employment by the Government in accordance therewith. He furthermore made plain that in any form of employment excepting that so circumscribed he believed the full employment of union men was preferable either to non-union or "open shops."

In view of the publicity given this subject, the Executive Council of the American Federation of Labor takes this opportunity to say that the trade union movement stands for strictly union shop, experience having proved that where the "open shop" system has been tried reduction in wages and profits have ensued, with general disaster to the industry practicing that system, and therefore declares that the best interests of the labor movement call for the employment of union workers and discourages in every way, shape, and form the deteriorating effects which follow the recognition of the "open shop."

The toiling masses, and particularly the organized wage-earners, can not, must not, and will not surrender one jot of that which they have secured, must organize the yet unorganized, unite and federate those already organized to present a solid phalanx of the grand army of labor in earnest and emphatic protest against judicial usurpation or capitalistic invasion of our rights, attempted no matter by whom or from whatsoever source.



## REPORT OF PROCEEDINGS

The hope for right and justice hereafter, as well as the perpetuation of liberty and our republican institutions, lies in organized labor. Therefore, with the consciousness of the justice and soundness of our position, we appeal to the judgment of all men, and particularly to the toilers of America, that they organize, unite, and federate without regard to trade, calling, nationality, locality, sex, politics, color, or religion.

Fraternally, yours,

SAMUEL GOMPERS, *President*,  
 JAMES DUNCAN, *First Vice-President*,  
 JOHN MITCHELL, *Second Vice-President*,  
 JAMES O'CONNELL, *Third Vice-President*,  
 MAX MORRIS, *Fourth Vice-President*,  
 THOS. I. KIDD, *Fifth Vice-President*,  
 D. A. HAYES, *Sixth Vice-President*,  
 JOHN B. LENNON, *Treasurer*,  
 FRANK MORRISON, *Secretary*,  
*Executive Council, A. F. of L.*

Time confirms the facts and judgment recorded in this circular, and it is commended to your consideration and action thereon.

## MAINTENANCE OF AGREEMENTS.

In reply to the reckless charges made by our opponents to the effect that trade unions were violating their agreements by the wholesale, the Executive Council, at its January meeting at Washington, passed resolutions stating the position of organized labor upon this subject. The importance from a trade-union point of view of maintaining inviolate all contracts and engagements entered into by organized workmen is so supreme that we desire to reaffirm the resolutions which are herewith given:

"It is widely and falsely charged by a hostile press and other opponents of organized labor that trade unions are frequently guilty of violating contracts entered into with employers. There have been a few instances in which unions have unwisely violated agreements, but these are exceptions and not the rule, contracts being more frequently violated by the employer, and while we desire to give the strongest possible denial to the general accusations that agreements are not respected by organized labor, we do not wish to condone the exceptions.

"The attention of the Executive Council of the American Federation of Labor has been directed to one or two recent violations of contracts.

"We wish, in the strongest language possible, to express our regret that any organization of workmen should fail to rigidly adhere to a contract entered into with employers of its members, and we believe it essential to urge upon trade unionists the absolute necessity of holding contracts between them and their employers inviolate."

## SUITS AT LAW.

Our movement is always law-abiding; we have endeavored at all times to fully observe the law and avoid both appeals to the courts as well as appearing as defendants therein.

Recently a firm in Connecticut sued members of our United Hatters' Association of North America, and associated us in the suit for damages to the amount of \$340,000. The suit was brought both in the Federal and the Connecticut State courts. We have taken such action as will protect our rights and interests as well as being helpful in every way we can to our affiliated organization.

It is not amiss here to call attention to the fact that an attorney at law some time ago issued a circular to employers generally, urging them to harass our unions, our officers and members in bringing suits for damages, alleging any conceivable cause of complaint, with the avowed purpose of entangling us in the meshes of the law, with its delays, uncertainties, and expenses to divert our attention from our work and mission. Incidentally it may not be out of place to record the fact that the gentleman of the legal profession referred to stands charged with bribery and other official misconduct in the community in which he lives.

Suits for damages are now the favorite means by which antagonistic employers, induced by self-seeking members of the legal profession, aim to embroil many of our organizations. This the more clearly demonstrates the wisdom of the course of organized labor in protesting against the scheme hatched for the so-called legal incorporation of our trade unions and which we were urged to favor by pretended friends and faddists.

The claim is made by some employers that inasmuch as they are financially responsible for breach of contract that our organizations should likewise be made financially responsible for such

a breach. But it is submitted that employers, no matter how responsible financially, have never been required to pay financial damages for their many breaches of contracts, and they would not and ought not to be under any proposed law either for the incorporation of trade unions or otherwise. Few trade unions are guilty of breaking agreements with employers, and in those cases the injury inflicted upon themselves is of such a character as to obviate a recurrence of such a wrong by themselves and is a potent lesson to other unions.

In view of the history of former attempts to harass and destroy the ameliorative movements of the workers and the confiscation of their organizations' funds makes us mindful of the dangers which lurk in a proposition to more easily entangle us in the meshes of suits at law in which the employers, by reason of their large means, would have the very best legal talent obtainable; with the prejudice still too largely existing against the purposes of our movement, we are justified in impressing and do strongly impress upon our fellow-unionists everywhere to use every honorable means to prevent the passage of any law, no matter how deftly drawn, for the so-called incorporation of the trade unions.

We resent the insinuation made by anyone that reflects in any way upon our loyalty or upon the law-abiding character of our movement or our men.

#### UNITED METAL WORKERS' INTERNATIONAL UNION.

At our January meeting representatives of several of the machinists', electrical, and metal workers' international unions requested the revocation of the charter of the United Metal Workers' International Union for infringement upon the jurisdiction of other international unions. Though the request was denied, the secretary of the Metal Workers' International Union was directed to confine his organization to the original jurisdiction. At our September meeting several of the organizations above referred to appeared by representatives and repeated the complaint. Inasmuch as the International Association of Allied Metal Mechanics had called a convention to revise its constitution, it was decided that the United Metal Workers' International Union should send a committee to that convention for the purpose of conference and determining the line of demarcation between the jurisdiction of these several trades, Vice-President O'Connell having been selected by us to represent the American Federation of Labor at the conference to be held at the time of the convention.

#### PHILIPPINE-HAWAII-CHINA-JAPAN-LABOR CONDITIONS.

The New Orleans convention referred resolution No. 88 to the Executive Council for consideration and action, with instructions that if trade conditions and the finances of the American Federation of Labor will justify the expenditure for which the resolution calls to carry it into effect. The preamble and resolution are as follows:

"Whereas, the Philippine and Hawaiian Islands have a population, customs, and laws differing from those of the mainland of the United States; and

"Whereas, these islands contain in addition to their native population over one million Chinese, large numbers of whom in all probability will, in the near future, claim the right to go from one part of the United States to another; and

"Whereas, the workers of the Western States especially view with ever increasing alarm this condition of affairs; and

"Whereas, better knowledge of the conditions in the Philippines and Hawaiian Islands than is now in the possession of the American Federation of Labor will greatly aid in taking steps to safeguard the conditions of its workers of the mainland, and against the harmful injection of the Chinese and other cheap labor of those islands into the labor ranks of the mainland; therefore be it

"Resolved, That the incoming Executive Council send a representative of the Federation to the Philippines and Hawaiian Islands to investigate and report upon the conditions of labor in these islands; further

"Resolved, That the incoming Executive Council upon receipt of such report take such steps as are deemed necessary to protect the interests of the American workers."

In conformity therewith we delegated Mr. Ed. Rosenberg to perform the duties as prescribed. He made exhaustive reports covering the conditions of labor in China, the Philippines, Hawaii, and Japan. The reports on China and the Philippines and the future prospects of trade unionism in the latter were printed in the August and October AMERICAN FEDERATIONIST; those reports upon Hawaii and Japan are in our possession and will be printed in early issues of our official magazine. Copies of these reports, both printed and in manuscript are in our possession and will be handed over to the committee to which this subject shall be referred. They are intensely interesting, exhaustive, and should receive your earnest consideration.

**CANADIAN AFFAIRS.**

President Flett and Secretary Draper, of the Trades and Labor Congress of Canada, appeared before the Executive Council of the American Federation of Labor, and stated that the Canadian Congress did not object, but rather acquiesced in the American Federation of Labor issuing charters to federal labor unions, as the American Federation of Labor was better able by reason of its defense fund to support these unions. It was held, however, that as central labor unions were legislative bodies they should be required to affiliate with the Trades and Labor Congress of Canada, and this should be made a condition of their receiving a charter from the American Federation of Labor. The Executive Council therefore proposes that the American Federation of Labor make it a qualification for issuing charters to trades and labor councils in Canada that they affiliate with the Trades and Labor Congress, and that all local unions in the Dominion of Canada, affiliated with international unions or holding charters direct from the American Federation of Labor, be notified to become affiliated with the Trades and Labor Congress. The Trades and Labor Congress also urged the waiver of the 50-cent dues required by the constitution of the American Federation of Labor for trade and labor unions desiring assistance from the defense fund.

We rendered the following decision, which was agreeable to our Canadian fellow-unionists, and now submit them to you for approval:

1st. That the American Federation of Labor will make it a qualification of issuing charters to Trade and Labor Councils in Canada that they will affiliate with the Trades and Labor Congress, and central bodies throughout the Dominion now holding American Federation of Labor charters will be instructed to take similar action.

2d. That trade affairs in the Central Trades and Labor Councils in question shall be transacted along the lines of international trade unionism.

3d. That all local unions in the Dominion of Canada affiliated through international unions, or holding charters direct from the American Federation of Labor, be notified to become affiliated with the trades and Labor Congress of Canada for the purpose of making it a more potent factor to secure the adoption of favorable legislation for the members by the Federal and Provincial Parliaments.

The progress of labor organizations in Canada is gratifying, and is in accordance with the principles of international trade unionism.

**BUILDING TRADES UNIONS.**

It is not only our purpose to be of every possible assistance to our affiliated international unions and to protect their rights, but our Federation was instituted to primarily secure them, and our efforts have been and are no less applicable to the unions of the building trades than to any others.

No effort or means at our command have been spared to aid the building trades unions in every possible way. We can not be unmindful, however, of the fact that an opinion prevails among the building trades unionists that something in addition is required. Heeding this, the New Orleans convention directed the appointment of a special committee to take this subject under consideration and report thereon. Evidently owing to lack of time nothing of a tangible or comprehensive character was reported by that committee looking to a solution of the subject. The convention also provided that thereafter among the appointment of committees shall be one on "building trades," to which matters generally affecting the trade unions of this industry should be considered.

There is little sovereign power in the American Federation of Labor, and that little is delegated by the affiliated organizations. We can not believe that the formation of a separate executive authority for the government of one group of organizations can be formed coequal with the authority vested in the American Federation of Labor, without sometime so grave a difference arising as to lead to conflict in judgment, declaration or decision resulting in infinitely greater harm than come from our present methods, by which a review may be had by the American Federation of Labor as the court of last resort in every dispute among the labor organizations of the land.

Experience will demonstrate whether that committee can as effectively deal with building trades questions as the interests involved may require, but if not, and as building trades unions seem to desire consideration of their grievances by men employed at that branch of industry, we recommend to the building trades committee appointed by the president at this convention, to give supervision over the subject of the disputes and grievances in building trades its most careful consideration and to report a feasible plan to the convention within such time as will enable you to deal fully and comprehensively with the subject.

### THE DENVER SITUATION.

The situation existing in Denver, Colo., is not yet completely relieved, but there are indications that a solution will be reached. It is submitted by the Executive Council that the dual central body of Denver is based upon a false and obsolete theory of trade unionism, and that its action can not result otherwise than in harm to the trade union movement of the country. The day is past when the policy of local trade unionism can prevail, and it must soon be recognized that to be successful organizations must be formed upon a national or international basis. The Executive Council has carefully refrained from injecting any bitterness into the controversy, and it is to be hoped that within a reasonable time the Denver unionists will accede to the wishes of the American Federation of Labor and recognize the justice of its position, that the affiliated Trades and Labor Assembly be supported in its every honorable effort for unity and success in full recognition that fealty to the international trade unions is essential thereto.

### LOANS REQUESTED.

A number of our affiliated international unions during the year made application for loans of money; we should certainly have been pleased to grant them had we the authority and the means to comply. The American Federation of Labor has positively instructed the Executive Council that under no circumstances are loans from the funds of the American Federation of Labor to be made. The general fund at our disposition, though larger than at any previous time, does not admit of loaning money to organizations, for our expenditures to carry on effective work are also very much greater than they have been in the past, and the defense fund must be scrupulously maintained and exclusively expended for the purpose for which it was created. When the American Federation of Labor prohibited the loaning of funds it was occasioned by reason of loans having been made and canceled at subsequent conventions, and it had in mind to impress upon our fellow-unionists the necessity of building their organizations upon policy and principle of higher dues, the payment of benefits and the accumulation of funds to stand them in need of any condition which they may be called upon to confront. With such a fund they will not be required to make applications for loans, but will be more self-reliant and be in a position to render each other valuable financial assistance in times of great stress, and we can not too strongly urge our fellow-unionists to adopt this course.

### ORGANIZER LEONARD MALTREATED

Our organizer, Mr. James Leonard, of New Orleans, was directed to proceed to several points in Mississippi for the purpose of organizing the wage-earners of that State. He had been at Vicksburg for some time and was fairly successful in his work when he was summarily ordered by the mayor and others of that city to leave town within a few hours on point of forcible ejection. He was brutally treated and deprived of his rights as an American citizen. Mr. Leonard has brought the matter before the courts and the Executive Council has decided that the American Federation of Labor should assist him in defending his rights. It is worthy of note that Mr. Leonard was later invited by the workingmen of Vicksburg to deliver an address on last Labor Day, which duty he performed acceptably and every consideration was shown him on that occasion. The exercise of constitutional guarantees of the people of the United States of free entry to any other part of the country and the right to organize for their mutual protection must be maintained against all prejudices and opposition.

### THE "SUBSTITUTE" ABUSE.

We desire to bring to your attention a matter which, in our judgment, should receive your serious consideration. You can not be fully aware of the thorough investigation given by us to the various subjects brought to our attention and upon which we report. The matters usually receive the attention of the president, and then by the Executive Council, when they are thoroughly digested and care exercised in the reports thereon submitted to the conventions. These in turn are referred to the respective committees of the convention, who give hearings upon the subjects and then formulate their reports. So far as we are concerned, though we report to the very best of our judgment, we have no desire to place ourselves above criticism or review or amendment of our reports, our decisions or recommendations either by committees or by this convention, but we submit that after these matters have received the best consideration of which we are capable, and we take it that this also applies to the committees, that it is not a wise practice for a substitute prepared hastily and drawn at a moment of great excitement, to be submitted to take the place of the entire matter under consideration. Of course the privilege of offering a substitute

for any matter before the convention must not be impaired, but it ought to be employed only under the most extraordinary circumstances and to meet an unexpected emergency, or to be drawn calmly and with great care.

### FLAG AND BANNER

According to directions, the Executive Council had ordered and made a silk flag of our country and an appropriate banner for the American Federation of Labor. Both of them now adorn this platform.

### UNION LABELS.

During the year we endorsed the union labels of the following organizations:

Brotherhood of Painters, Decorators, and Paperhangers of America.

Brotherhood of Boilermakers and Iron Ship Builders of America.

Sawsmiths' National Union.

International Union of Flour and Cereal Mill Employees.

International Union of Steam Engineers (Button).

Amalgamated Glass Workers' International Association.

Print Cutters' Association of America (Seal and Stamp).

International Brotherhood of Stationary Firemen (Button).

A list of all union labels, union cards, and stamps endorsed by the American Federation of Labor is incorporated in Secretary Morrison's report.

Application was made by the United Brotherhood of Carpenters and Joiners of America for the endorsement of its label, but for the reasons named in the following we were unable to endorse the same:

"Whereas, the United Brotherhood of Carpenters and Joiners of America has failed to abide by the award rendered by the umpire in the matter of jurisdiction between that organization and the Amalgamated Wood Workers' International Union.

"Whereas, the proposed label would be used on products said award gave to the Amalgamated Wood Workers' International Union; therefore,

"Resolved, that it would be inconsistent and improper to endorse said label, and it is therefore denied."

### WE DON'T PATRONIZE " LIST.

Applications to place the following firms upon the unfair list of the American Federation of Labor have been made and approved by the Executive Council from October 1, 1902, to October 1, 1908.

American Circular Loom Company, New Orange, N. J. (Electroduct Enamellers' Union No. 9813.)

Ayers, Henry, Philadelphia. (United Gold Beaters' National Protective Union of America.)

Bailey, S. R., & Company, Amesbury, Mass. (International Carriage and Wagon Workers.)

Becker, Smith & Page. (National Association of Machine Printers and Color Mixers of the United States.)

Brumby Chair Company, Marietta, Ga. (Federal Labor Union No. 9267.)

Butler, James, Grocer, New York City. (Retail Clerks' International Protective Union.)

Brewing Company, New Orleans, La. (International Union of United Brewery Workmen.)

Brewing Company, Security, New Orleans, La. (International Union of United Brewery Workmen.)

Brewing Company, Standard, New Orleans, La. (International Union of United Brewery Workmen.)

Capps, J., & Sons, Limited, Jacksonville, Ill. (United Garment Workers of America.)

Carey Brothers, Philadelphia, Pa. (Machine Printers and Color Mixers of the United States National Association of.)

Carr, Prescott & Company, Amesbury, Mass. (International Carriage and Wagon Workers.)

Cheney-Bigelow Wire Works, Springfield, Mass. (International Union of United Metal Workers.)

Cluett-Peabody & Company, Troy, N. Y. (Shirt, Waist, and Laundry Workers' International Union.)

Columbus Buggy and Harness Company, Columbus, Ohio. (International Brotherhood of Blacksmiths.)

Crabtree & Havey, N. Sullivan, Me. (Granite Cutters' National Union.)

- Davenport Pearl Button Company, Davenport, Iowa. (Button Workers' Union, No. 8789.)  
 Drucker, N., & Company, Trunks, Cincinnati, Ohio. (Trunk and Bag Workers' International Union of America.)  
 Electrical Insulation Contracting Company, Chicago, Ill. (Laborers' Union, No. 732, Cambridge, Ohio.)  
 S. H. Frank & Company, Redwood City, Cal. (Amalgamated Leather Workers' Union of America.)  
 Franklin Needle Company, Franklin, N. H. (Needle Workers' Union, No. 9988.)  
 German Stove Company, Erie, Pa. (Iron Molders' Union of North America.)  
 Gulf Bag Company, New Orleans, La. Branch of Bemis Brothers, of St. Louis. (Central Labor Union of New Orleans.)  
 Goeller, M. & Sons, Circleville, Ohio. (International Broommakers' Union.)  
 Hartford Carpet Company, Thompsonville, Conn. (United Textile Workers of America.)  
 Hassett & Hodge, Amesbury, Mass. (International Carriage and Wagon Workers.)  
 Hastings & Company, Philadelphia, Pa. (United Gold Beaters' National Protective Union of America.)  
 Himmelberger-Harrison Lumber Company, Moorehouse, Mo. (Federal Labor Union, No. 8399.)  
 Hood Rubber Company, Boston, Mass. (Rubber Workers' Union, No. 8622.)  
 Kemp, W. H., & Company, New York City. (United Gold Beaters' National Protective Union of America.)  
 Krell Piano Company, Cincinnati, Ohio (International Piano and Organ Workers' Union of America.)  
 Krementz & Company, Newark, N. J. (International Jewelry Workers' Union of America.)  
 Kullman, Salz & Company, Benicia, Cal. (Amalgamated Leather Workers' Union of America.)  
 Lincoln Iron Works, Rutland, Vt. (International Association of Machinists.)  
 Meskir, Geo. L., Evansville, Ind. (Iron Molders' Union of North America.)  
 Mount Airy Granite Company, Mt. Airy, N. C. (Granite Cutters' National Union.)  
 Page Needle Company, Chicopee Falls, Mass. (Needle Workers' Union No. 9988.)  
 Parry, D. M., Indianapolis, Ind. (C. L. U. and Brotherhood of Painters, Decorators, and Paperhangers of America.)  
 Patch, P. R., Manufacturing Company, Rutland, Vt. (International Association of Machinists.)  
 Patrick, A. B., & Co., San Francisco, Cal. (San Francisco Labor Council.)  
 Payne Engine Company, Elmira, N. Y. (Central Labor Council. Indorsed by International Association of Machinists.)  
 Philadelphia *Demokrat*. (International Typographical Union.)  
 Railway Construction Company, Cambridge, Ohio. (Laborers' Union No. 7320.)  
 Reeves, Andrew, Chicago, Ill. (United Gold Beaters' National Protective Union of America.)  
 Reeves, Geo., Cape May. (United Gold Beaters' National Protective Union of America.)  
 Robertson & Havey, N. Sullivan, Me. (Granite Cutters' National Union.)  
 Rowell, E. N., & Company, Batavia, N. Y. (Paper-box Makers' Union No. 10249.)  
 Russell, John, Cutlery Company, Turner Falls, Mass. (Table Knife Grinders' National Union.)  
 Russell Manufacturing Company, Middletown, Conn. (Suspender Workers' Union No. 10628.)  
 Santa Rosa Tanning Company, Santa Rosa, Cal. (Central Labor Union of Oakland.)  
 Scotten & Dillon, Detroit, Mich. (Tobacco Workers' International Union.)  
 Seagrave Manufacturing Company, Columbus, Ohio. (International Brotherhood of Blacksmiths.)  
 Skinner Silk Mills, Holyoke, Mass. (International Brotherhood of Stationary Firemen.)  
 Snellenberg, N., & Company, Philadelphia, Pa. (United Garment Workers of America.)  
 Stein, C. W., Pottery Company, White Cottage, Ohio. (Stoneware Potters' Union No. 7117.)  
 Terre Haute Street Railway Company, Terre Haute, Ind. (Amalgamated Association of Street and Electric Employees of America.)  
 Taylor, Thomas, & Son, Hudson, Mass. (Elastic Goring Weavers' Amalgamated Association.)  
 Underwood Typewriter Company, Hartford, Conn. (Metal Polishers, Buffers, Platers, and Brass Workers' Union of North America.)  
 Wagner Leather Company, Stockton, Cal. (Amalgamated Leather Workers' Union of America.)  
 Waterman, L. E., & Co., New York City. (Gold-Pen Makers' Union No. 8080.)  
 Western Union Telegraph Company. (The Commercial Telegraphers' Union of America.)  
 Wisner, Ohio, Piano Company. (International Piano and Organ Workers' Union of America.)

## REPORT OF PROCEEDINGS

## REMOVED FROM UNFAIR AND PLACED UPON FAIR LIST.

From October 1, 1902, to October 1, 1903.

American Cereal Company, Cedar Rapids, Iowa. (Coopers' International Union of America.)  
 Brewers' Exchange of Cincinnati, Ohio, Covington and Newport, Ky. (International Union of United Brewery Workmen.)  
 Chicago Frele Press. (International Typographical Union.)  
 Crabtree & Havey, N. Sullivan, Me. (Granite Cutters' National Union.)  
 Electrical Insulation Contracting Company, Chicago. (Laborers' Union No. 7320, Cambridge Ohio.)  
 Guckhenheimer, A., Distilling Company, Freeport, Pa. (Coopers' International Union of America.)  
 Henneberry, D. A., Chicago. (International Printing Pressmen's Union.)  
 Hood Rubber Company, Boston, Mass. (Amalgamated Rubber Workers' Union.)  
 Kimball, Andrew, Bent Wood Works, Zanesville, Ohio. (Amalgamated Wood Workers' International Union.)  
 Knoxville Woolen Mills, Knoxville, Tenn. (F. L. U. No. 7453.)  
 Miller, John, & Company, Miller's Game Cock Whiskey, Boston, Mass. (Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America.)  
 Meek-Beach Company, Coshocton, Ohio. (F. L. U. No. 8170.)  
 Railway Construction Company, Cambridge, Ohio. (Laborers' Union No. 7320.)  
 Robertson & Havey, N. Sullivan, Me. (Granite Cutters' National Union.)  
 St. Louis Cooperage Company, St. Louis, Mo. (Coopers' International Union of America.)  
 Scotten & Dillon, Detroit, Mich. (Tobacco Workers' International Union.)  
 Seagrave Manufacturing Company, Columbus, Ohio. (International Brotherhood of Blacksmiths.)  
 Skinner Silk Mills, Holyoke, Mass. (International Brotherhood of Stationary Firemen.)  
 Southern Saddlery Company, Chattanooga, Tenn. (United Brotherhood of Leather Workers on Horse Goods.)

## REMOVED FROM UNFAIR LIST.

The following firms were removed from the Unfair List at the request of the unions at interest and without prejudice to the unions' position, from October 1, 1902, to October 1, 1903:  
 The Davidson Pump Company, Brooklyn, N. Y. (International Association of Machinists.)  
 The Dickinson Hard Rubber Company, Springfield, Mass. (Central Labor Union.)  
 Narraganset Bay Oyster Company, Providence, R. I. (Oystermen's Union No. 8665.)  
 Schneider-Trencamp Company, Cleveland, Ohio. (International Association of Machinists.)  
 Vose & Son, Boston Mass. (International Wood Carvers' Association of North America.)

## CONTRIBUTIONS.

Acting upon your instructions we contributed \$250 to a fund raised for the benefit of the widow of our dear dead comrade John F. O'Sullivan.

## CONCLUSION.

Of the myriads of subjects coming under the consideration of the Executive Council and the other officers of the American Federation of Labor it is possible only to report comparatively few. We have endeavored to perform the duties devolving upon us faithfully and to the very best interests of our fellow-workers and our people generally.

We submit this report of our stewardship of the trust committed to our care to your earnest, and we hope, favorable consideration, and have the honor to remain,

Yours, fraternally,

SAMUEL GOMPERS, *President*,  
 JAMES DUNCAN, *First Vice-President*,  
 JOHN MITCHELL, *Second Vice-President*,  
 JAMES O'CONNELL, *Third Vice-President*,  
 MAX MORRIS, *Fourth Vice-President*,  
 THOS. I. KIDD, *Fifth Vice-President*,  
 D. A. HAYES, *Sixth Vice-President*,  
 JOHN B. LENNON, *Treasurer*,  
 FRANK MORRISON, *Secretary*.

*Executive Council, American Federation of Labor.*





### THIRD DAY—Morning Session.

The convention was called to order by President Gompers at nine o'clock.

Absentees: Klapetzky, McMahon (James), Martindale, Kemper, Gaestel, Buchanan, Jennings, McPherson, O'Brien (J. R.), Reidy, Nelson, Taylor, Grossman, Towey, Quinlivan, Lally, Callahan, Hobby, O'Connor (E. C.), Boyle, Kurten (H. C.), Scalfe, Fitzgibbon, Bahlhorn, Carrick, Winn (Peter), Wilson (James), Spencer, Kelley (John S.), Scott (John A.), O'Hare, Dix, McKnight, Mahon, Winslow (C. H.), Cornish, Lincoln, Barry, Flood, Markey, Powell (Geo.), McDonough, Engel, Curley (Jno. F.), Beals, Jones (Jerome), Poplowsky, Sullivan, Casey (Louis), Ferguson, Murphy (P. J.), Bridwell, Cummings (W. P.), Thomas, Hunt, Fossberg, Donovan (Jeremiah), Curtis, Keene, Sarman, Duffy (O. H.), Powell (P. J.), Pena, Allmon, Allabough, Davis (F. H.), Largay, Nightingale, Lawler, Bowen (P. F.), Holloway, Broderick, McKelvey, Harris (W. S.), Clarke (E. R.), Cowell, Kuhn, Tyson, Hitchcock, Brayer, Henderson, Gosline, Paterson, Pacelli, Burton, Gettle, Dinneen, Hodges, Reed (W. A.), Gilpin, Butler, Faulkerson, Cooper (John A.), Studd, Page, Tussiny, Morlin, Anderson, Tobin (P. F.), Roderick, Kelley (James), Dillon, Bowler, Derrigan, Ludwig, Keenan, Hillard, Damozonio, Tilmity, Cooper (Wm.), Russell, Hill, Delgle, Gately, Rosenfield, Freeman, Smith (Wm.), Bolger, Stanner, Scott (Timothy), Lederer, Francis, Hutchinson, Klein, Clark (Wm. H.), Tarrants, Herr, Murphy (L. E.), Sadler.

Reading of the minutes was dispensed with.

President Gompers in well chosen words introduced William Mullen of the Textile Workers, Fraternal Delegate from the British Trades and Labor Congress, who addressed the convention, in part, as follows:

Mr. President and Delegates: The British trade unionists, whom I have the honor to represent, take great pleasure in sending their hearty greetings to their brethren engaged in labor's struggle on this side of the Atlantic. When I and my colleagues were elected we were told that we were assured of a hearty greeting in America, but the reality has exceeded our anticipations. For this we thank the convention most sin-

cerely. President Gompers' address has been a source of gratification to myself and my brother delegate, because it shows the vast resources of this country—a gigantic country—and the great interests which the labor movement of the United States has to deal with. In a country like this, with a babel of tongues, it is necessary for the labor movement to have men of integrity and ability at its head, as it has today. Capitalists know no nationality. They work for their own interests and against labor, and labor ought to take the hint and know no nationality, either, in endeavoring to improve the lot of the toiler.

The speaker was heartily applauded.

President Gompers then introduced the other British Fraternal Delegate, James O'Grady, who said in part:

The work of the employers today is to reduce wages when possible and to accumulate more profits. The longing for freedom had something to do with those conditions in times past because some people thought they had such claims to freedom that they could not do what they liked with the bodies of their neighbors. When the trades union movement was launched in England, men were found in the mines who worked day and night, women worked there knee-deep in water, and children of five years of age worked in the mines. More than 5,000 people are killed every year in work in England, and 50,000 injured, or more than all the people who lost their lives in the Boer War were killed in the same period in the struggle for bread in England. We shall work to send to the next House of Commons an independent labor party, which will not have anything to do with the existing political parties. As a general rule I am not a believer in strikes, but prefer arbitration and conciliation, but am also a strong believer in the idea that capital and labor are not identical but antagonistic. What is needed is the spirit of self-sacrifice, and in appealing to the young men I ask them in God's name never to rest content till the movement is organized to such an extent that it will be no longer possible to keep the people down. I bid the delegates godspeed in the work they have undertaken and hope it will not be long before labor will clasp hands across the sea, when the movement will be universal; that there shall be one fountain head when organized labor will be the

greatest factor in the uplifting of the world and the bettering of mankind.

Mr. O'Grady was loudly applauded.

President Gompers then introduced James Simpson, Fraternal Delegate from the Canadian Trades and Labor Congress, who said in part:

It is my pleasure to extend the hearty greetings of the workers of Canada to their American brethren. When the recent decision of an international tribunal gave a strip of territory which Canada thought was hers, to the United States, it caused no ill-feelings in the minds of Canadian labor men. The year 1903 has been one of great progress in Canada. The workmen of Canada have long been subjected to the wiles of people who want to make capital out of the difficulties between Canada and the United States, but they have not changed in their friendship despite the recent decision on the Alaskan boundary. The workmen of Canada now have a legislative mouthpiece in the trades and labor congress, which represents 200,000 members. The laborers are inundated with injunctions. I cannot praise too highly the efforts of American workmen to aid their Canadian brethren, and I firmly believe that in the future, from the growth of Canada, it will be returned ten-fold.

The speaker was frequently and heartily applauded during his address.

President Gompers then presented each of the three fraternal delegates a neat badge, which, as he pinned them on the breasts of each of the gentlemen, called forth hearty applause.

President Gompers: I know, as you know, that I but bespeak the sentiment of every delegate to this Convention when I say that you are right welcome among us. Men may make beautiful addresses of welcome, but after all, the sentiments that are unexpressed, the words that are unuttered, are probably more eloquent, and contain more real feeling than all the lexicons of our prolific language. I am rather pleased that one of the delegates has called attention to a disease that is likely to affect the people of another country if they go on uninterruptedly in their successes and who may become expansion mad. This not only applies to Great Britain in her policy with the Boers. It not only applies to the policy of Great Britain to China, it not only applies to the policy of our own country, in so far as the far East, and our other—our other—insular possessions are concerned, but it is equally true of the trade unionists in the American Federation of Labor: and the policy of keeping the size of our cranium within healthful proportions is an excellent piece of advice. We want you, brothers, to understand that while we believe that you should have, and as we possess loyalty and patriotism to the flag of our country and the purposes for which they stand, we want you to believe us when we say that, as we know that you are impressed, our duty is to our fellow-workmen of our country: and as we are true to them, we shall be true to

each other, and though the commercialists and those who know no other God but the almighty dollar may want to stir up strife between us and our people, we are but true to ourselves and true to each other. We will maintain international peace. The Church Association for the Advancement of the interests of labor has done much in a supplementary way to help us in the work of creating a healthier public sentiment for our movement, and that association has honored us by sending a fraternal delegate in the person of Miss Keyser, whom I have the honor to now introduce.

Miss Harriette Keyser: We have representing this association, and acting as its vice-president, more than 60 bishops. We have stood by you, and we have stood by you when you were considered to be the under dog. Capital, a lusty dog, fighting with its own mother, Labor! Labor was before Capital! In the beginning, perhaps the younger dog, but now that time has passed, and Labor is strong and lusty in the struggle. I want to say that we are all interested in the union label. All the papers that I have with me bear the union label. Now, I believe that there is nothing in the world more absurd than for syndicates of capital to say that they will treat only with the individual. A syndicate cannot treat with individuals; it must treat with combinations of labor, and as we have syndicates of capital, we are bound to have labor organizations, and they are bound to treat with each other. We believe in the promotion of the union label. We believe in checking child labor. It is a disgrace to American civilization that we should have children laboring in factories who ought to be in the schools. I have seen these children of tender age working in factories when they should be in school, and I have seen trade unions take these children out of the factories and put them in schools and pay them the same amount that they would earn in the factories. They are doing that in the South now, and they did it in Jersey at the time of the strike there. They paid the children a certain amount per week, just the same as they would have earned, and they docked them for every day lost at school, the same as if it had been lost at work, and that was a grand and noble thing to do.

President Gompers: Miss Harriette Keyser, be assured that the delegates share the feeling that I express, the sentiment I express, when I say that you are right royally welcome with us, too, and that we appreciate not only the work of the Church Association in the interests of labor, but the work in which you particularly have been engaged in for many years, which has made you, not only endeared to the hearts of union men and union women, but has made you younger in spirit as days went on. We thank you and ask you to be just one with us and of us, and again express to you our appreciation.

Secretary Morrison read the following telegram:

Cleveland, O., Nov. 10, 1903.  
To Samuel Gompers,  
Revere House, Boston.

Received telegram that two of our delegates have not been seated. Both have been duly elected by our General Executive Board and our International Union demands that all three, E. Schaefer, Matthew Steele, and John Guild, be seated immediately. Answer.

(Signed) F. H. HARZBECKER,  
International Secretary.

Delegate Barnes moved that it be received and referred to Grievance Committee.

President Gompers ruled motion out of order.

Delegate Lennon moved that it be received and referred to Committee on Credentials.

Delegate Agard opposed its reference to the Committee on Credentials.

Delegate Kemper moved that the convention go into Committee of the Whole.

Delegate Agard raised point of order that the question should be reconsidered before action was taken.

President Gompers: The point of order is well taken. The Chair desires to say further, lest a misunderstanding occur, that the Committee on Credentials is never appointed by the Executive Council or by the president of the American Federation of Labor. The constitution provides that the president of the American Federation of Labor shall select three organizations; the executive officers of each in turn shall select one of their delegates elect, who shall be jointly constituted an auditing committee, and at the same time a committee on credentials.

Delegate Tanquary: I am satisfied that I cast an intelligent vote on this question yesterday. I was not biased or anything of the kind. The committee that investigated this case say that it heard both sides. I believe the matter was settled yesterday and should be settled finally, and I move that this motion to refer this to the Committee be tabled.

Delegate Williams: I rise to a point of order. A motion to table made after an argument on the subject is not in order.

President Gompers: The point of order is well taken.

A Delegate: I move that the matter be reconsidered.

President Gompers: Moved and seconded that the motion adopted at the session yesterday concurring in the report of the Committee on Credentials in the case of the Bakers be reconsidered.

Delegate Ramsay: I move that that motion be tabled.

Delegate Lennon: I move a roll call on the question.

President Gompers: Moved and seconded that we take a vote on the question.

The secretary reported that 44 delegates demanded roll call. The chair decided that that was not a sufficient number—one-tenth of the votes of all the delegates being required for a roll call. The count was doubted. The chair asked for a show of hands of all those who doubted the correctness of the count of the vote by the secretary. The president counted thirty but stated that rather than have any feeling in the matter another vote would be taken, and delegated Fraternal Delegates Simpson and O'Grady to count the votes. The vote was seventy-four, a sufficient number for a roll call.

Roll call was ordered.

Roll not being ready the chair stated that roll would be called on the question at the next session.

Delegate Miller for the Committee on Credentials submitted the following report:

Recommend that Chas. H. Winslow, delegate representing Saw Smiths' National be seated; 3 votes.

Concurred in.

Same with D. D. Mahoney, representing Central Labor Union of Holyoke, Mass.; 1 vote.

Concurred in.

Same with C. E. Ballard, representing Oklahoma City, Central Trades, Central Labor Union; 1 vote.

Concurred in.

Also recommend seating of A. W. Morrison to represent Central Labor Union of Cambridge, Mass.; 1 vote.

Concurred in.

Also recommend the substituting the names of Pat McMahon and Frank Monaghan in place of Messrs. Hammill and Lighthall, representing the International Union of Steam Engineers.

Concurred in.

Also C. T. Barnett, representing Cloth Examiners and Spongers No. 10,780 of Chicago, Ill.; 1 vote.

Concurred in.

Also Joseph J. More, representing Cloth Examiners and Spongers No. 10,429; 1 vote.

Concurred in.

In the case of the protest against seating of Ernest Bohm, representing the Grain Workers' Association No. 11,407 by the Brewery Workers, the committee is of the opinion that as the Grain Workers' Association is recognized as a bona fide affiliated organization of the American Federa-

tion of Labor, with all the rights and privileges pertaining thereto, including autonomy, the said Grain Workers' Association is the best judge of the qualification of its members and representatives, the committee therefore recommends that Ernest Bohm be seated, as the committee does not feel qualified to judge on the points raised by the Brewery Workers.

Delegate Kemper: Mr. Chairman, our objection to the seating of Delegate Bohm to represent the grain driers in New York is because he is an expelled member of the United Brewery Workmen, and had they known that there was such an organization in existence and he was to be the delegate, they would have been better prepared to show this convention why they object than they are at the present time. I move that action be suspended until we are able to have the necessary documents forwarded.

President Gompers: Moved and seconded that the subject matter of the consideration of this question be laid over until a later stage of the proceedings of this convention in order to give the Brewery Workers an opportunity to present their documents.

Delegate Murphy: I think that it is entirely unfair for the delegate of the Brewery Workers to take this position at this time. At the convention in New Orleans nearly one whole day was taken in discussing this same matter. The facts of the case are known to every delegate who was present at the New Orleans convention. Delegate Bohm had trouble with the Brewery Workers for carrying out the instructions of the Executive Council of the American Federation of Labor. He served the Central Body of New York for years as its secretary.

Delegate Hart: Mr. Chairman, at the New Orleans convention last year I was secretary of the Grievance Committee, and this same complaint came up, and to show you how mercilessly the Brewery Workers have acted, they have expelled an organization of theirs in New York City for daring to espouse the cause of Ernest Bohm.

Delegate Cummings: I have no feeling whatever in this matter, but I take it that there are a number here in like position with myself who are not conversant with this case, and I believe that I am now speaking to a representative body of fair-minded people, fair-minded brothers, and I believe that we should have a thorough investigation. The delegate who made this motion said that he was prepared to bring before this body some documentary evi-

dence. Now, in all fairness, I believe that we should grant all such requests.

Delegate Ward: My reason for taking the floor at this time is that you may know the truth of this matter in connection with Ernest Bohm. Ernest Bohm was not expelled because of his connection in the case of the firemen and engineers, and anyone who says so is not telling the truth. He was expelled because of the trouble with Local Union No. 59.

Delegate Kelley: I have known Ernest Bohm to be a wage worker since 1886. He was a member of the Central Labor Union of New York at that time.

Resolution No. 24.—By Delegate Aug. Buthe of Granitoid and Cement Concrete Workers' Union No. 8172:

WHEREAS, We, the Granitoid and Cement Concrete Workers' Union No. 8172 of St. Louis and vicinity, have been affiliated with the American Federation of Labor since the date of our organization, which was March 1, 1900; and

WHEREAS, Even since the formation of our Union our work has been classified as the following: all granitoid work, all cement concrete work, all concreting for fireproofing and illuminating tile work, except footing under masonry work; and

WHEREAS, There is in the city of St. Louis, Mo., an organization known as the Stone Masons' Laborers' Union chartered by the State of Missouri and belonging to the Local Building Trades Council, and irrespective of the appended agreement with the said Building Trades Council, the said Stone Masons' Laborers' Union continue from time to time, with full sanction of the Building Trades Council to infringe upon our work, as heretofore classified, which will in plain words eventually mean the disruption of our Union; and

WHEREAS, On three different occasions, we have been refused admission to membership of the Building Trades Council; and

WHEREAS, Considering the fact that the vast majority of the Local Unions belonging to this Building Trades Council, their National and International Unions are affiliated with the American Federation of Labor; therefore be it

RESOLVED, That this convention in session does instruct the Secretary of the American Federation of Labor to notify the General Officers of the Brotherhood of Painters and Decorators, Brotherhood of Carpenters and Joiners and the other National Unions whose Locals are affiliated with this above mentioned Building Trades Council, that unless the above mentioned agreement is entered into between the Granitoid and Cement Concrete Workers' Union No. 8172 and the Local Building Trades Council is lived up to and has become a fact, within sixty (60) days after this Convention, then the Executive Board of the American Federation of Labor, if it is proven to their satisfaction that said agreement is being violated, it shall be deemed sufficient cause for the revocation of the Charters of all the National and

International Unions whose Locals belong to the Building Trades Council of St. Louis, Missouri.

#### Committee on Grievances.

Resolution No. 25.—By Delegate Aug. Buthe of the Granitoid and Cement Concrete Workers' Union No. 8172.

WHEREAS, We, the Granitoid and Cement Concrete Workers' Union No. 8172 of St. Louis and vicinity have been affiliated with the American Federation of Labor since the date of our organization, which was March 1, 1900; and

WHEREAS, Ever since the formation of our Union our work has been classified as the following: all granitoid work, all cement concrete work, all concreting for fire-proofing and illuminating tile work, except footing under masonry work; and

WHEREAS, There was chartered in April, 1903, by the American Federation of Labor, an organization known as the International Hod Carriers' and Building Laborers' Union, and with a classification of work which encroaches to a great extent upon ours; now, therefore, be it

RESOLVED, That the above-mentioned Hod Carriers' and Building Laborers' Union be compelled to change its constitution, so as not to conflict with ours, and the same to become a law at a date not later than ninety (90) days after the Sessions of this Convention.

#### Committee on Grievances.

Resolution No. 26.—By Delegate H. J. Vollmer of the International Jewelry Workers of America:

Owing to the fact that our label is in existence a short time and many organizations are not familiar with same, we do hereby request that all jewelry, watches, buttons and emblems purchased bear the double acorn label.

#### Committee on Label.

Resolution No. 27.—By Delegate J. B. Dale of Vallejo Trades and Labor Council:

WHEREAS, It is the duty of union men to support all institutions, public or private, that by their acts give to labor the maximum of pay for the minimum of hours; and

WHEREAS, In the matter of the construction of our naval vessels, labor receives better consideration from the government than that given by private yards; and

WHEREAS, It has been demonstrated that work is and can be done better in navy yards than in private yards, as shown by the results both in workmanship and economy in the case of the transport "Grant," recently converted into a deep-sea dredger at the Mare Island Yard; be it

RESOLVED, That we renew our demand, and that the government, in all its branches, enter into direct construction; and

RESOLVED, That we especially demand that the capacity of government yards be used to the utmost for construction work; that that not alone may labor be benefited, but that the ships which go out to sea may be honestly and well built and free from such weakness as are the result of poor work, so placed that the profits

therefrom is the greater to the contractor; and

RESOLVED, That we declare ourselves as favorable to ship construction in the navy yards belonging to the government, and we earnestly ask congress to so act that in future naval vessels shall be built therein, thereby adding to the capital and dignity labor.

#### Committee on Resolutions.

Resolution No. 28.—By Delegate Geo. C. Campbell of Tri-City Labor Congress of Clinton and Lyons, Ia., and Fulton, Ill.:

WHEREAS, The concentration of the wealth of the nation is daily passing into the hands of a few men, who, having control of the machinery of production and distribution, can dictate to the wage earner what he or she shall receive for toil, and dictate to the consumer what shall be paid for nearly all the necessities of life; and believing that such concentration into the hands of the few is a menace to our republic; therefore be it

RESOLVED, That we favor co-operation in place of competition, the ownership by the whole nation of all public utilities, and the careful study by all members of organized labor of social problems and economic questions, so that they may educate themselves as to how they may eventually reap the full product of their toil and enjoy the fruits of their labor, as intended by an alwise "Providence"; and be it further

RESOLVED, That we earnestly request the working people of our republic to educate themselves, and discuss all questions affecting their welfare, and vote consistently for what trades unionism stands for—"One for all"—"All for each."

#### Committee on Resolutions.

Resolution No. 29.—By Delegate George C. Campbell of Tri-City Labor Congress of Clinton and Lyons, Ia., and Fulton, Ill.:

WHEREAS, While the increased demand for union label goods is gratifying, yet taking into consideration the enormous growth in the membership of organized labor it is not what it should be, and believing that the main cause for there not being a greater demand, is from the want of proper education of trades unionists on the duty and obligation of every unionist to purchase only union made goods, and from not knowing that only by using their purchasing power as consumers can convict, child and sweat shop labor be wiped out; therefore, be it

RESOLVED, That it is the sense of this Convention that all union men and women owe it as a duty to themselves and their class, that at all times they be consistent and demand the union label, and all affiliated national organizations that have not already done so are earnestly requested to incorporate in their ritual, and obligation, that their members must demand the union label; and organizers when installing newly organized unions are requested to thoroughly explain to members before obligation their duties as to demanding the union label; and be it further

RESOLVED, That the attention of all international unions having labels is called to the advisability of making arrange-

ments with the "labor press" of this country for systematically advertising through their columns and keeping before the eyes of their readers the emblems trades unionists and sympathizers are required to call for.

#### Committee on Labels.

Resolution No. 30.—By Delegate Geo. C. Campbell of Tri-City Labor Congress of Clinton and Lyons, Ia., and Fulton, Ill.:

WHEREAS, The greatest lever that can be used by trades unionists for the betterment of the working people is by a universal and persistent demand for the union label of fellow co-workers; and

WHEREAS, The Women's Union Label League wherever organized has been of great benefit and assistance to the trade union movement, not only by its persistent demand for union made goods, but also for union clerks; therefore be it

RESOLVED, By this Convention that we heartily endorse the Women's Union Label League, and recommend to all affiliated organizations that they request their members to endeavor to induce their wives and female relatives to join such leagues wherever in existence and where not organized, assist in organizing the same; and be it further

RESOLVED, That all organizers of the American Federation of Labor be requested to use their best efforts to organize Women's Union Label Leagues in their respective localities.

#### Committee on Labels.

Resolution No. 31.—By Delegate Geo. C. Campbell of Tri-City Labor Congress of Clinton and Lyons, Iowa, and Fulton, Ill.:

WHEREAS, Recognizing the importance and the necessity of compulsory education, and the non-employment of children in workshop, factory, store or mine, unless at least sixteen years of age, and then for only such number of years as can be worked without detriment to their physical and mental growth, and believing that the great army of school teachers employed in our public schools are in sympathy with the labor movement, and ready to assist, provided they can do so without fear of losing their places; therefore be it

RESOLVED, By this Convention that efforts should be made by Central Labor bodies, and affiliated organizations to secure representation on boards of school directors and central bodies and organizations throughout this country are earnestly requested to use their best efforts to organize the 430,000 school teachers of this continent, and when sufficient local organizations are effected they shall be banded together in a national federation under the banner of the American Federation of Labor; and be it further

RESOLVED, That we believe that teachers should receive wages commensurate with their great responsibility, and be freed from the political influences many now have to have in order to hold their places.

#### Committee on Education.

Resolution No. 32.—By Delegate George C. Campbell of Tri-City Labor Congress of Clinton and Lyons, Ia., and Fulton, Ill.:

WHEREAS, In cases of controversies

with employers one of the most important weapons to be depended upon by organized labor is the "labor press," which has always faithfully fought the battles of the wage earners for right and justice, often at great sacrifices to its material welfare, and at pecuniary loss, realizing this fact, and also that the "labor press" is not and has not been receiving the support of trades unionists as it should, in many cases having to suspend publication for want of proper support from those who receive the most support from it; therefore be it

RESOLVED, By this Convention that we most earnestly call the attention of all affiliated organizations to the great importance of sustaining the efforts of the "labor press" for organization, education, justice and the union label, by having all members of local unions subscribe for the labor paper in their vicinity, and render assistance by patronizing those friendly merchants who use its columns to advertise their wares, and where possible to do so, to have the unions in the locality where a labor paper is published, subscribe for all its membership, so all may be kept in touch as to facts in cases of strikes and lockouts, and as to who is unfair to organized labor; and be it further

RESOLVED, That this Convention cordially thanks the "labor press" for the noble work it has done, and is still doing, and also extends to the public press who have dealt fairly with the labor movement its appreciation of such fairness.

#### Committee on Resolutions.

Resolution No. 33.—By Delegate Sullivan of Rhode Island State Branch:

WHEREAS, In the woolen and cotton industry of the state of Rhode Island, fully 40,000 employees are engaged; and

WHEREAS, Of this number, apart from the Mulespinners' Association, barely one hundred are organized; and

WHEREAS, Rhode Island is a fertile field for organization, if properly looked after, by the means of a permanent organizer; be it

RESOLVED, That the American Federation of Labor, as soon as possible place a salaried organizer in the state of Rhode Island for the sole purpose of organizing the woolen and cotton mill employees of that state; and be it further

RESOLVED, That said organizer be a practical textile worker.

#### Committee on Organization.

Resolution No. 34.—By Delegate Stephen F. Haskell of Last Makers' Union, 9239:

RESOLVED, That we, the Federal Union, No. 9239, of the American Federation of Labor, which consists of Last Makers of Brockton, Mass., ask this body in session to instruct their organizers to do all in their power to organize the last makers of this country and our desire is to have a national organization of last makers of America, and also ask that the incoming Executive Council of the American Federation of Labor to do all in their power to accomplish this end.

#### Committee on Organization.

Resolution No. 35.—By Delegate Sullivan of Rhode Island State Branch:

WHEREAS, The Retail Clerks' Interna-

national Protective Association has been formed to improve the condition of the wage workers; and

WHEREAS, It is affiliated through the American Federation of Labor with the general trades movement; and

WHEREAS, It is the plain duty of every member of a labor union to call for the up-to-date Clerks' Union cards when making a purchase and compel the clerk to show his card before buying from him or his employer; be it

RESOLVED, That the Convention of the American Federation of Labor endorse the card of the Retail Clerks' International and Protective Association and appeal to every member and sympathizer to demand the same.

#### Committee on Labels.

Resolution No. 36.—By Delegate Donovan of Pawtucket, R. I., Central Labor Union:

RESOLVED, That the American Federation of Labor appoint a special Organizer for the Textile Industry of New England, and the organizer shall be a member of the Textile Union.

#### Committee on Organization.

Resolution No. 37.—By Delegate Edward Carr of the Travelers' Goods and Leather Novelties Workers' International Union of America:

WHEREAS, The Executive Council of the American Federation of Labor has indorsed the action of the Travelers' Goods and Leather Novelties Workers' International Union in placing the N. Duncker Co., manufacturers of trunks and travelers' goods of Cincinnati, Ohio, on the unfair list; therefore be it

RESOLVED, That this Convention indorse the action of the Executive Council and instruct labor organizations and all working men and women that they buy no goods from the merchants who patronize the above-named unfair firm.

#### Committee on Boycotts.

Resolution No. 38.—By Delegate Geo. W. Brandon of Trades and Labor Council: Amendment to Article XII., Section II., of the constitution by striking out the words "to instruct" and replacing them with "to compel."

#### Committee on Laws.

Resolution No. 39.—By Delegate Edward Carr of Travelers' Goods and Leather Novelties Workers' International Union of America:

WHEREAS, The Southern Trunk Co. of Knoxville, Tenn., having failed to reach a satisfactory agreement with the union travelers goods workers in their employ, are now employing non-union men, and have been placed upon the unfair list by the fourth biennial convention of the Travelers' Goods and Leather Novelties Workers' International Union; therefore be it

RESOLVED, That the American Federation of Labor indorse the action of the Travelers' Goods and Leather Novelties Workers' International Union and use our best efforts to satisfactorily adjust the trouble.

#### Committee on Boycotts.

Resolution No. 40.—By Delegate Mack Taylor:

WHEREAS, The work of the organization of the National Brotherhood of Coal Hoisting Engineers has been seriously hampered by the advocacy of trades by industry system of organization on the part of The United Mine Workers of America; and

WHEREAS, Said United Mine Workers of America have endeavored to force the disruption of the National Brotherhood of Coal Hoisting Engineers, by forcing its members into their organization; therefore be it

RESOLVED, That the Convention herein assembled take such steps as they see fit, in accordance with the Constitution of the American Federation of Labor to prevent the encroachments of the United Mine Workers of America upon our organization.

#### Committee on Grievances.

Resolution No. 41.—By Delegate Russell R. Hunt of the United Association of Plumbers, Gasfitters, etc.:

RESOLVED, That all central bodies be instructed to unseat all independent locals of Steam or Hot Water Fitters, and only locals of Steam and Hot Water Fitters affiliated with the United Association of Journeymen Plumbers, Gasfitters, Steamfitters and Steamfitters' Helpers of United States and Canada to be accorded seats therein.

#### Committee on Resolutions.

Resolution No. 42.—By Delegate John S. Kelley of United Association:

RESOLVED, That affiliated national and international unions are hereby instructed to recognize only steam and hot water fitters connected with the United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada.

#### Committee on Resolutions.

Resolution No. 43.—By Delegate Sullivan of Rhode Island State Branch:

WHEREAS, The wages of the different naval stations have various pay for the same class rating; and

WHEREAS, The cost of living in the vicinity of all the naval stations is practically the same; and

WHEREAS, The different scales of wages for the same class rating is essentially a discrimination against the employees of the several said naval stations; therefore be it

RESOLVED, That the American Federation of Labor use its utmost endeavor to have a law passed by the Federal Legislature making the scale of wages, rate for rate, the same for all naval stations on said Atlantic coast.

#### Committee on Resolutions.

Resolution No. 44.—By Delegate F. C. Simmons of Boise Federated Trades and Labor Council:

WHEREAS, The interests of the American Federation of Labor demand that the work of organization be more vigorously prosecuted in certain sections of the west: it is therefore

RESOLVED, That the incoming executive council be, and is, hereby instructed to

place an organizer in the state of Idaho for a period of at least six months.

#### Committee on Organization.

Resolution No. 45.—By Delegate Walter MacArthur of San Francisco Labor Council: WHEREAS, Federal Labor Union, No. —, and Tie Makers' Union, No. —, both of Fort Bragg, Cal., are now, and have been for many months, on strike against the Union Lumber Company, a concern having its headquarters at San Francisco; and

WHEREAS, The sole purpose of said strike is to guarantee to the men involved the right to organize for the protection and advancement of their conditions of employment; therefore be it

RESOLVED, That the American Federation of Labor, in convention assembled, extends its indorsement and sympathy to the affiliated organizations involved in this contest, and pledges its support in the conduct thereof; and further

RESOLVED, That all affiliated bodies are hereby urged to contribute financially to the support of the organizations named herein.

#### Committee on Resolutions.

Resolution No. 46.—By Delegate Walter MacArthur of San Francisco Labor Council:

WHEREAS, The Constitution of the American Federation of Labor (Article XII, Sec. 2) provides that "it shall be the duty of all National and International unions \* \* \* to instruct their local unions to join chartered Central Labor Unions and State Federations in their vicinity where such exist"; and

WHEREAS, Many of such local unions have so far failed to join the chartered Central Labor Unions in their vicinity, thus creating a condition detrimental and dangerous to the labor movement in the respective localities; therefore be it

RESOLVED, That the Constitution of the American Federation of Labor be amended as follows:

Amend Article IX., Sec. 5, by adding after the word "dispute" the following: " \* \* \* particularly by enforcing the provisions of Article XII. of this Constitution. In order to effect the purposes of this section, the Executive Council is hereby authorized and instructed to revoke the charters of all organizations which, at the expiration of six months' notice, shall have failed to comply with the provisions of Article XII."

#### Committee on Laws.

Resolution No. 47.—By Delegates O. A. Tveitmo and F. C. Gengenback of American Brotherhood of Cement Workers:

WHEREAS, The American Brotherhood of Cement Workers has been organized for the protection and amelioration of the men engaged in the cement workers' trade; and

WHEREAS, This International Organization has been duly and regularly chartered by the American Federation of Labor; and

WHEREAS, There are yet many large cities and sections of this great continent where the cement-workers' trade is in a deplorable state owing to its unorganized condition; therefore be it

RESOLVED, By this Convention that the President of the American Federation of Labor be and is hereby empowered and directed to appoint a special organizer, whose duty it shall be to devote his entire time for one year for the purpose of effectively organizing the thousands of mechanics and laborers employed at cement work who are yet unorganized east of the Missouri river; and be it further

RESOLVED, That the aforesaid special organizer proceed in his labor under the supervision of the Executive Council of the American Federation of Labor and the direction of the Executive officers of the American Brotherhood of Cement Workers.

#### Committee on Organization.

Resolution No. 48.—By Delegate O. A. Tveitmo of American Brotherhood of Cement workers:

WHEREAS, It has been maliciously and falsely charged by the enemies of organized labor that the trade union movement has been and is depriving the American youth of the opportunity to learn a trade; therefore be it

RESOLVED, By the twenty-third annual convention of the American Federation of Labor, that we refute these charges as untrue and call attention to the fact that a large majority of the international, national and local unions affiliated with the American Federation of Labor have liberal and complete apprentice laws; and be it further

RESOLVED, In compliance with the established policy of the American Federation of Labor, that this Convention recommends to all affiliated unions that they devote one meeting each month for educational purposes with a view of promoting efficiency in workmanship, advancement of the trade and preservation of the craft through a thorough apprenticeship system; and be it further

RESOLVED, That in order to facilitate this dissemination of union principle and policy, such meetings be open and free to the general public.

#### Committee on Education.

Resolution No. 49.—By Delegate F. C. Wheeler of the United Brotherhood of Carpenters of America:

WHEREAS, It has been clearly demonstrated that wherever a Woman's Union Label League has been established that much good has been accomplished, especially for the clerks and for unions having a label on their products; therefore be it

RESOLVED, That the convention of the American Federation of Labor earnestly endorse the Woman's Union Label League and recommend wherever possible the label be established.

#### Committee on Labels.

Resolution No. 50.—By Delegate F. C. Wheeler of the United Brotherhood of Carpenters and Joiners:

WHEREAS, The tollers of the Pacific Coast are facing great hordes of Asiatic laborers, also thousands of Peons, whose standard of living is so low that our people cannot successfully compete with them and maintain their own self respect; and

WHEREAS, The great railroad com-



panies are violating the alien contract labor laws by bringing in this cheap labor; and

WHEREAS, The great lumber and fruit industries are practically unorganized; and

WHEREAS, The California unions and the State Federation of Labor have done much good work in the past, but on account of the large area of our state are unable to cover it, but with the assistance of the American Federation of Labor many thousands of men can be unionized; therefore be it

RESOLVED, That the President of the American Federation of Labor be empowered to appoint a general organizer for California for the ensuing year.

Committee on Organization.

Resolution No. 51.—By Delegate James Borden:

WHEREAS, There are a sufficient number of local unions to organize a national or international union of foundry employees, Local Union No. 9617 do hereby request that the twenty-third annual convention of the American Federation of Labor do instruct or advise their officers to call a special convention for the purpose of organizing a national or international Union of Foundry Employees.

Committee on Organization.

Resolution No. 52.—By Delegate Herman Grossman of the International Ladies' Garment Workers' Union:

WHEREAS, By supporting the respective labels of the various organizations, the trade unionists of America can best assist each other on the economic battle-field, and gain each for the other the fullest recognition of the trade unions of the trade-union demands; and

WHEREAS, The label of the International Ladies' Garment Workers' Union stands for the aspirations and is the hope of the sweat-shop-ridden ladies' garment workers; and

WHEREAS, The existence of the International Ladies' Garment Workers' Union is threatened by a manufacturers' association, including the whole industry in all sections of the country, formed for the express purpose of disrupting this growing body; be it therefore

RESOLVED, That this Convention reiterates the action of the Scranton, 1901, and New Orleans, 1902, Conventions and endorses the label of the International Ladies' Garment Workers' Union, placed on all articles of ladies' wearing apparel, by which is meant, ladies', misses' and children's cloaks, suits, waists, skirts, wrappers, dresses, corsets, lingerie, etc.; and be it further

RESOLVED, That the members of the American Federation of Labor are instructed to urge their mothers, wives and daughters to demand and wear union labelled ladies' garments, and that the women members of the American Federation of Labor are especially instructed to demand union labelled clothing for themselves; and be it further

RESOLVED, That to attract the attention of the wage earners, both women and men, to the label of the International Ladies' Garment Workers' Union, special mention shall be given to the same in the columns of the American Federationist, the

official organ of the American Federation of Labor; and that

WHEREAS, The label of the International Ladies' Garment Workers' Union must appeal especially to the women for support; be it

RESOLVED, By this Convention that the organizers of the American Federation of Labor shall agitate for the label of the said organization in their respective localities, especially among the women, both organized and un-organized, and thus educate them to demanding and wearing the articles manufactured by honest union labor and not made in sweat shops or tenement houses; and be it further

RESOLVED, That this Convention, representing the organized wage earners of America, requests the various orders, organizations and societies in which women are admitted to membership, or which are composed entirely of women, to give their moral support to the contest being waged against the sweat-shop and tenement-house evil still dominant in the ladies' garment industries, by insisting and calling for the union label of the International Ladies' Garment Workers' Union upon all articles of clothing bought for their own use, and that this Convention once more pledges the moral support of all organized labor to the label of the International Ladies' Garment Workers' Union, which is the only true emblem of the organized wage earners, guaranteeing to the purchaser freedom from the contagion of the sweat shop and tenement house, and standing for fair play and decent treatment of the wage earners.

Committee on Labels.

Resolution No. 53.—By Delegate Herman Grossman of the International Ladies' Garment Workers' Union:

WHEREAS, The corset workers of the country have never before been organized and are today with the exception of a small minority, practically unorganized; and

WHEREAS, The International Ladies' Garment Workers' Union has within the past few weeks made a special effort to organize the corset workers of the east, by sending among them an organizer who labored for several weeks in an unsuccessful attempt to accomplish this work; be it therefore

RESOLVED, By this Convention, that all organizers of the American Federation of Labor, salaried and unsalaried, are especially instructed to organize the corset workers in all sections of the country and to affiliate them with the International Ladies' Garment Workers' Union.

Committee on Organization.

Resolution No. 54.—By Delegate Charles Lavin of Central Labor Union, Wilkesbarre, Pa.:

WHEREAS, Injunctions have come to be the order of the day, and are usually issued against trade unions and in the interests of capitalists, such injunctions being an infringement upon the constitutional rights and liberties of American citizens; therefore be it

RESOLVED, That the American Federation of Labor, in convention assembled, call upon all affiliated unions, state federations

tions and central bodies to ignore and strenuously resist all such injunctions by pursuing their constitutional rights, collectively and individually. That we recommend picketing and the application of the boycott where and when they are deemed necessary to success; and that we call upon all affiliated unions and sympathizers to render all the assistance in their power to all unions or individuals against whom injunctions may be issued, by ignoring all such restraining influences of a capitalistic judiciary, by a spontaneous and united opposition which will render such court rulings inoperative and bring them into ridicule and once more restore to the citizen his natural and constitutional rights and liberties.

#### Committee on Resolutions.

**Resolution No. 55.**—By Delegate William J. Kelly of International Association of Marble Workers:

WHEREAS, It being an indisputable fact that the Marble cutters and setters of the United States are continually being deprived of a large percentage of their work by and through the unjust encroachment of one or more trades, that could creditably afford the relinquishment of a penchant for expansion, that particularly breeds demoralizing animosities, animosities that should never be in evidence among consistent trades unionists, therefore we deem it judicious, proper and absolutely necessary that the Federation of Labor, in its just and wise deliberations, regulate what constitutes the work of the respective trades embraced within its jurisdiction, as it is evident to any intelligent trade unionist who has observed, or who has been confronted with the unwise, unjust, detrimental, contention respecting trade rights, that it is advisable and necessary that the question should be settled justly, definitely, and immediately, giving each trade a positive knowledge of what does and does not constitute its employment, thereby eliminating substantially the differences and contentions that necessarily arise from the confiscating propensities of unwholesome aspirations; and therefore be it

**RESOLVED,** By the Marble Cutters' and Setters' Union of Chicago in meeting assembled that they instruct Wm. J. Kelly, the International Marble Workers' delegate to the Convention of the American Federation of Labor, to bring the matter before that honorable body and make report. With the enlisted assistance such a vital question should attract and settle definitely trade rights and trade fights.

#### Committee on Resolutions.

**Resolution No. 56.**—By Delegate Herman Grossman of the International Ladies' Garment Workers' Union:

WHEREAS, The unorganized condition of the women wage earners in all trades in general, and in the ladies' garment making industry in particular, has always tended to keep down the standard of living which organized labor has always endeavored to elevate; and

WHEREAS, The women wage earners have never before come to play so important a part in industrial life as today, and have never shown so ardent a desire to become organized; therefore be it

**RESOLVED,** That the American Federa-

tion of Labor in convention assembled, decides to make special effort during the coming year to organize the women wage earners in all industries, and in the ladies' garment making industry in particular, where the women form a large part of the wage earners to the detriment of the men in the trade and the wage earners of the country in general; and be it further

**RESOLVED,** That the President is hereby instructed to appoint several women organizers to organize the women wage earners of the country and affiliate them with their respective National or International organizations.

#### Committee on Organization.

**Resolution No. 57.**—By delegation of Tobacco Workers' International Union:

WHEREAS, The blue label of the Tobacco Workers' International Union represents tobacco made under fair union conditions, by union men; and

WHEREAS, The tobacco workers' label is the only proof of the same, as it distinguishes union from non-union and trust-made tobacco; therefore be it

**RESOLVED,** That the American Federation of Labor, in convention assembled in Boston, re-endorse the blue label of the Tobacco Workers' International Union; and be it further

**RESOLVED,** That every member of each affiliated union be, and is hereby, requested to demand the blue label upon all tobacco and cigarettes he may purchase, thereby showing his loyalty to the cause of unionism in a substantial manner.

#### Committee on Labels.

**Resolution No. 58.**—By delegation of Tobacco Workers' International Union:

WHEREAS, The Tobacco Workers' International Union has been and are still engaged in a severe contest with the American and Continental Tobacco Companies, commonly known as the "twin trust"; and

WHEREAS, Said trust controls a large proportion of the output in the tobacco industry, thus making it difficult for the tobacco workers to successfully push a boycott against each individual brand made by the trust; therefore be it

**RESOLVED,** That the American Federation of Labor through its officers and organizers, give special aid and assistance to the tobacco workers in pushing a boycott against each individual brand and all brands of tobacco made by both the American and Continental Tobacco Trust; and be it further

**RESOLVED,** That the American Federation of Labor request all affiliated unions to assist the tobacco workers by vigorously pushing a boycott against all brands of tobacco sold in their localities made by the American and Continental Tobacco Trust.

#### Committee on Boycotts.

**Resolution No. 59.**—By Delegate Michael Brayer of Cloth Spongers, No. 9.100.

WHEREAS, Repeated efforts have been made by cloth spongers of New York City and the Central Federated Union to organize the cloth spongers and examiners employed by Rogers, Peet & Co., and

WHEREAS, The said firm of Rogers, Peet & Co., have refused to employ or permit union cloth spongers and examiners

to work in their department; therefore be it

**RESOLVED**, That this twenty-third Convention of the American Federation of Labor in session assembled condemn the actions of the firm of Rogers, Peet & Co., of N. Y., and recommend that all delegates assist in their fight against said firm; and be it further

**RESOLVED**, That said firm of Rogers, Peet & Co. of New York be placed on the unfair list.

#### Committee on Boycotts.

**Resolution No. 60.**—By Delegate C. O. Sherman of United Metal Workers:

**WHEREAS**, The Bridge and Structural Iron Workers have been granted a charter of affiliation by the American Federation of Labor, and delegates from that organization seated in this Convention; and

**WHEREAS**, This organization is a dual body claiming jurisdiction over the same wage workers that are and have been for years past under the jurisdiction of the United Metal Workers, which organization is fully competent to and always has tried its utmost to organize the Structural Bridge and Iron Workers, but has not been as successful as it would have been if it had not met with great opposition from this up to the present time non-affiliated organization of Bridge and Structural Iron Workers; therefore be it

**RESOLVED**, That the charter granted the Bridge and Structural Iron Workers be revoked, its delegates unseated, and the United Metal Workers in accordance with the charter granted it by the American Federation of Labor be declared the proper organization for Bridge and Structural Iron Workers to affiliate with.

#### Committee on Grievances.

**Resolution No. 61.**—By Delegates Downing and Duttie of Metal Polishers, Buffers, Platers and Brass Workers' International Union:

**WHEREAS**, The members of the above named organization have been involved in strike for the past ten months with the Burns & Silver Co. of Bridgeport, Conn; and

**WHEREAS**, Our International has done everything possible to bring about a favorable settlement; and

**WHEREAS**, Said firm has filled its shop with cheap labor at starvation wages, which made it necessary for us to place said firm on the unfair list; therefore be it

**RESOLVED**, That this convention place the products of the Burns & Silver Company, makers of furniture and hardware, on the unfair list of the American Federation of Labor.

#### Committee on Boycotts.

**Resolution No. 62.**—By Delegates Downing and Duttie of Metal Polishers, Buffers, Platers and Brass Workers' International Union:

**WHEREAS**, The National Sewing Machine Company of Belvidere, Ill., has for the last nine years been antagonistic towards organized labor; and

**WHEREAS**, The foremen of all departments of said company discharge men as soon as they join a labor union; therefore be it

**RESOLVED**, That this convention place the product of the National Sewing Machine Company on the unfair list of the American Federation of Labor.

#### Committee on Boycotts.

**Resolution No. 63.**—By Delegates Downing and Duttie of Metal Polishers, Buffers, Platers and Brass Workers' International Union:

**WHEREAS**, There exists in the City of New York a firm known as Francis Kyle & Son, manufacturers of builders' hardware; and

**WHEREAS**, Our members have been out on legitimate strike for eighteen months; and

**WHEREAS**, Said firm insists on employing cheap labor at starvation wages, which made it necessary for our International to place said firm on the "We-don't-patronize" list; therefore be it

**RESOLVED**, That this convention indorse the action of our International, and places the products of Francis Kyle & Son on the unfair list of the American Federation of Labor.

#### Committee on Boycotts.

**Resolution No. 64.**—By Delegates Downing and Duttie of Metal Polishers, Buffers, Platers and Brass Workers' International Union:

**WHEREAS**, There is at the present time in the city of Chicago a local union composed of optical workers, chartered direct from the American Federation of Labor; and

**WHEREAS**, Said optical workers work chiefly on brass products; therefore be it

**RESOLVED**, That this convention instruct said local union of optical workers to join our International Union.

#### Committee on Local and Federated Bodies.

**Resolution No. 65.**—By Delegates Downing and Duttie of Metal Polishers, Buffers, Platers and Brass Workers' International Union:

**WHEREAS**, Owing to the loose methods in our immigration laws, the manufacturing associations are rapidly filling our workshops and foundries with foreign labor; therefore be it

**RESOLVED**, That this convention go on record as opposed to the wholesale immigration of foreign labor; and be it further

**RESOLVED**, That the Executive Council be instructed to take up the matter with the Immigration Commission of the United States and insist that the practice be stopped.

#### Committee on Resolutions.

**Resolution No. 66.**—By Delegates Downing and Duttie of Metal Polishers, Platers, Buffers and Brass Workers' International Union:

**WHEREAS**, The members of our union have been prevented from hanging chandeliers by members of the International Brotherhood of Electric Workers and members of the Plumbers, Steam Fitters and Steam Fitters' Helpers' International Union; therefore be it

**RESOLVED**, That the American Federation of Labor at this convention assembled,

grant our International Union full jurisdiction over all chandelier workers.

#### Committee on Grievances.

Resolution No. 67.—By Delegates Downing and Duttie of Metal Polishers, Buffers, Platers and Brass Workers' International Union:

WHEREAS, There exists at present a local union of Beer Pump Workers, No. 8671, attached to the American Federation of Labor, which is practically a brass workers' union; and

WHEREAS, The American Federation of Labor at its last convention did order this union to affiliate with our International Union, which they positively refused to do; and

WHEREAS, Their antagonistic methods have culminated in an endeavor to unseat our delegates in the Brass Workers' Union, at the Essex Trades Council of Newark, N. J., on the claim that our members should be attached to their union; therefore be it

RESOLVED, That the Beer Pump Workers' Union No. 8671, in their refusal to join our International Union, as ordered by the American Federation of Labor, have given sufficient cause for the revocation of their charter, and the same is requested immediately by this International Union.

#### Committee on Grievances.

Resolution No. 68.—By Delegates Downing and Duttie of Metal Polishers, Buffers, Platers and Brass Workers' International Union:

WHEREAS, It came to our notice that the International Union of Carriage Makers are encroaching upon our jurisdictional rights; and

WHEREAS, Recently they have admitted an organization of Coach Lamp Makers, which rightfully belong to our International Union, chiefly comprising members working on brass products; therefore be it

RESOLVED, That the American Federation of Labor at this convention assembled, instructs the Carriage Makers' International Union to turn over said organization of Coach Lamp Makers to our International Union.

#### Committee on Grievances.

Resolution No. 69.—By Delegates Downing and Duttie, of Metal Polishers, Buffers, Platers and Brass Workers' International Union:

WHEREAS, The members of our International Union have been locked out by the Waterbury Clock Co., of Waterbury, Conn., makers of the Ingersoll Dollar Watch, which are designated by the names of Liberty, Quaker, Yankee, Defence, Eclipse, Triumph, Champion, Puritan and Winner; also clocks which bear the firm's monogram on the front and name on back; and

WHEREAS, We have done everything possible to effect a favorable settlement, and it became necessary to place the product on the unfair list; therefore be it

RESOLVED, That this Convention endorse our action and place the product of the Waterbury Clock Co. on the unfair list of the American Federation of Labor; and be it further

RESOLVED, That all delegates, representing international and national, local, state and federal and central bodies assist in pushing this fight, as a victory will again strengthen organized labor in Waterbury, Conn.

#### Committee on Boycotts.

Resolution No. 70.—By Delegates J. M. Stephens and C. E. Langlands, of Wood, Wire and Metal Lathers' International Union:

WHEREAS, On the 15th day of January, 1903, in the city of Indianapolis, Ind., at a meeting held in the aforesaid city, between the General Executive Board of the Brotherhood of Carpenters and Joiners of America and the representatives of the Wood, Wire and Metal Lathers' International Union, the following agreement was decided upon:

"Pending the action of their next convention, the United Brotherhood of Carpenters and Joiners of America agree not to assert jurisdiction over any iron work, including iron and wire lathing, studding or any other exclusively iron work claimed by Wood, Wire and Metal Lathers' International Union."

"The Wood, Wire and Metal Lathers' International Union agree that they will not assert jurisdiction over or allow their members to perform any wood work, including shingling, wooden arches, door or window frames, wooden studding or furring or any carpenter or wood work except the wooden lath to receive plastic material."

"In accordance with the instructions of the G. E. B. the undersigned herewith communicate this agreement to Local Unions or District Councils where there have been disputes between the members of both organizations."

WHEREAS, The aforesaid Lathers' International Union has lived strictly in accordance with the terms of this agreement as above written, believing it to be honest and fair, and trusting that the members of the U. B. of C. and J. of America would live in accordance with the terms of an agreement made by their representatives, and further trusting that said officers would take means to make their members obey an agreement fair and impartial to both parties concerned; and

WHEREAS, The aforesaid Brotherhood of Carpenters and Joiners of America has allowed members of the aforesaid organization to violate said agreement with impunity in the city of Chicago by placing metal corner beads in violation of said agreement, in the city of Joliet, where members of said United Brotherhood of Carpenters and Joiners of America have done wood lathing also in violation of said agreement; now therefore, be it

RESOLVED, By the American Federation of Labor in Convention assembled, that we do disapprove of such action on the part of said United Brotherhood of Carpenters and Joiners of America, and that we do further recommend to the officers of said organization that they make their members cease trespassing upon the granted rights of the Wood, Wire and Metal Lathers' International Union, which the American Federation of Labor pledge themselves to support and protect.

#### Committee on Grievances.

Resolution No. 71.—By Delegates Penje, Furuseth and Frazier of International Seamen's Union:

WHEREAS, The arresting and returning to their respective vessels such seamen as have deserted is contrary to human liberty, and degrading to seamen, whom it treats as chattels; be it

RESOLVED, That this Convention most emphatically protests against the treaties authorizing such treatment of men and demand from the government their abrogation.

#### Committee on Resolutions.

Resolution No. 72.—By Delegates Penje, Furuseth and Frazier of International Seamen's Union of America:

WHEREAS, The employment of inexperienced men as seamen has caused large loss of life and property at sea; therefore be it

RESOLVED, That Congress be urged to pass an act to remedy this evil.

#### Committee on Resolutions.

Resolution No. 73.—By Delegates Penje, Furuseth and Frazier of International Seamen's Union of America:

WHEREAS, Seamen are still subject to involuntary servitude in the foreign trade in a foreign port; and

WHEREAS, This is degrading the seamen and driving good men out of the calling; therefore be it

RESOLVED, That Congress be urged to pass an act giving all seamen the full right to quit work in any safe harbor, anywhere.

#### Committee on Resolutions.

Resolution No. 74.—By Delegates Penje, Furuseth and Frazier of International Seamen's Union:

WHEREAS, The towing of a large number of barges at sea causes such loss of life and property as give to such the appropriate name of coffins; therefore be it

RESOLVED, That Congress be urged to pass a law prohibiting the towing at sea of more than one vessel not capable of being managed under its own power.

#### Committee on Resolutions.

Resolution No. 75.—By Delegate A. E. Hill of Tennessee Federation of Labor:

WHEREAS, The labor movement in a number of states has been and is now receiving aid from the American Federation of Labor in organizing the crafts of these states; and

WHEREAS, From the report of the Secretary of the American Federation of Labor it shows that only \$222.80 is charged to Tennessee; and

WHEREAS, A portion of the amount was used to defray the expenses of the organizer in endeavoring to get the Postoffice Clerks' National Association to affiliate with the American Federation of Labor, and very little, if any, was used for strictly organizing purposes; and

WHEREAS, Tennessee is very much in need of an organizer; therefore be it

RESOLVED, That the incoming Executive Council be instructed to place an organizer in that field for at least six months.

#### Committee on Organization.

Resolution No. 76.—By Delegate James Sheehan of Milwaukee Federated Trades Council:

WHEREAS, The labeling of union made goods is one of the most effective weapons in the economic struggle; and

WHEREAS, The present method of labeling union made goods does not give the satisfaction that it should owing to the large number of labels, which would necessitate for some articles to have several labels in order to be considered union goods; therefore be it

RESOLVED, That the Convention of the American Federation of Labor appoint a committee to devise ways and means for a universal label to be used on all union made goods.

#### Committee on Labels.

Resolution No. 77.—By Delegate James Sheehan of Milwaukee Federated Trades Council:

WHEREAS, The invention of a new machine and a tool, or the discovery of some substitute article, frequently changes and transforms the labor of one craft or form of labor to another; and

WHEREAS, Every national trades union looks out with jealous care for its own organization, bitterly fighting every new comer in the field; and

WHEREAS, This contention over trade jurisdiction between national and international unions is becoming more acute every year, and will, if continued, very soon disrupt the organizations of the workers; and

WHEREAS, This continuous warfare among the trades unions is the result of the labor organizations having failed to adapt themselves to the economic development; therefore be it

RESOLVED, That the twenty-third Convention of the American Federation of Labor appoint a committee whose duty it shall be to study the situation and report to the next convention a plan by which the trades unions can be grouped together on industrial lines, thereby forcing the contending factions into agreements with each other and promoting the solidarity of labor.

#### Committee on Resolutions.

Resolution No. 78.—By Delegates John B. Lennon, R. N. Qualey, George Sangster, of Journeymen Tailors' Union of America:

WHEREAS, Local Unions of the Journeymen Tailors' Union of America have been locked out in a number of cities by the Merchant Tailors' Protective Association backed up by so much of the Manufacturers' Association as can be influenced by the president, Mr. D. M. Parry;

WHEREAS, The Merchant Tailors in all these cases refuse to meet committees or treat with the Union in any way, but demand that each tailor come as an individual and enter into agreements as to wages, etc.;

WHEREAS, The parties who are waging the war of attempted extermination against the Tailors openly assert that said Union shall be destroyed no matter what the cost; therefore

RESOLVED, By the American Federation of Labor in Convention assembled that the appeal for help for the Tailors sent out by the Executive Council be and is hereby most heartily indorsed, and all Trade

Unionists are urged to help the Tailors in their contest for the right to organize and collectively bargain as to the terms of their employment;

**RESOLVED**, That the American Federation of Labor hereby pledge its financial and moral support to the Tailors, and call upon every member of that craft to be loyal and true to their Trade Union, and demonstrate by their victory that no power can disrupt any of our International or National Trade Unions.

#### Committee on Resolutions.

**Resolution No. 79.**—By Delegate Donovan of Providence, R. I., C. L. U.:

**RESOLVED**, That in cities or localities where Central Labor organizations exist, said central bodies being affiliated with the American Federation of Labor, it shall be obligatory upon all locals in said city or locality, under the jurisdiction of the American Federation of Labor, to directly affiliate with said central labor bodies under penalty of withdrawal of the charters of said locals.

#### Committee on Local and Federated Bodies.

**Resolution No. 80.**—By Delegate Lawrence E. Murphy of Boston Water Workers' Union No. 6,356:

**WHEREAS**, In the City of Boston there are many municipal departments employing skilled and unskilled labor; and

**WHEREAS**, Many trades having national and international unions claiming jurisdiction over said employees; and

**WHEREAS**, The said conditions will present many perplexing questions to be settled; therefore be it

**RESOLVED**, That the national president of the American Federation of Labor appoint a national organizer to act as arbiter on all questions arising between any two or more unions interested; further be it

**RESOLVED**, That the national organizer appointed be instructed to organize and affiliate all city employees in Massachusetts with the national body.

Endorsed by J. J. Downing, Delegate from Sanitary Workers' Union No. 6,064.

#### Committee on Organization.

**Resolution No. 81.**—By delegation of Tobacco Workers' International Union:

**WHEREAS**, The Tobacco Workers' International Union have for several years endeavored to organize the Rucker & Witten Tobacco Company of Martinsville, Va., without effect; and

**WHEREAS**, The Rucker & Witten Tobacco Company have refused every overture made to them looking to the recognition of the Tobacco Workers' International Union; and have resorted to unfair means to maintain their resistance of efforts made to organize their factory; therefore be it

**RESOLVED**, That the American Federation of Labor in Convention assembled give their indorsement to the boycott on the Rucker & Witten Tobacco Co.; and be it further

**RESOLVED**, That this resolution be incorporated in the minutes of this convention and that all delegates are requested to use their every effort upon their return to their respective localities to do all in their power to stop the sales and the use of

the brands of tobacco made by the Rucker & Witten Tobacco Company.

#### Committee on Boycotts.

**Resolution No. 82.**—By delegation of Tobacco Workers' International Union:

**WHEREAS**, The Tobacco Workers' International Unions are making a special effort to organize those employed in the craft in the South; and

**WHEREAS**, The means of the Tobacco Workers' International Union for the proper prosecution of this work are inadequate; therefore be it

**RESOLVED**, That the incoming Executive Council be instructed to render special assistance in the work of organization of the tobacco workers in the South.

#### Committee on Organization.

**Resolution No. 83.**—By Delegate P. J. Lally of Horseshoers':

**WHEREAS**, An attempt is being made by the employers' organizations to destroy the Journeymen Horseshoers' Union by bringing suits against it both in the State and Federal courts;

**WHEREAS**, This attempt is simply one of a number having for its object the destruction of the trade movement, and since it is our duty to stand together and repel every attempt thus made; therefore be it

**RESOLVED**, By the American Federation of Labor in convention assembled, that they authorize the Executive Council to appropriate the sum of two thousand, (2000) dollars for the Horseshoers to help them in fighting these cases in the courts.

#### Committee on Resolutions.

**Resolution No. 84.**—By Delegate P. J. Lally of Horseshoers':

**WHEREAS**, The condition of the journeymen horseshoers, throughout the country, and especially in New York City, is deplorable, and inasmuch as we are part and parcel of the A. F. of L., we ask your honorable body to come to the rescue of this valiant organization of trade unionists who have stood the test of the past ten months to better their condition; and

**WHEREAS**, There are certain organizations in New York City, and especially the brewery workers, that could render us that aid we would gladly give to them were they in our position and we in theirs; therefore be it

**RESOLVED**, That the American Federation of Labor urge upon all affiliated national and international unions to give to the Journeymen Horseshoers their moral and financial support.

#### Committee on Resolutions.

**Resolution No. 85.**—By Delegate Michael Doran of 9935 Foundry Workers' Union:

**WHEREAS**, There being no less than twenty-two (22) local unions of foundry workers throughout this country, well able to maintain a national body of foundry workers; therefore be it

**RESOLVED**, That the American Federation of Labor give permission, and all the support in its power to organize said body

#### Committee on Organization.

**Resolution No. 86.**—By Delegate John F. Tobin, Boston, Mass.:

**WHEREAS**, Having signally failed in

recent years, because of the intense opposition by organized labor to such measures, to pass anti-scalping bills in any of the States of the Union or in the United States Congress, the great railroad trusts, represented by the so-called passenger associations, are now endeavoring to accomplish by injunction what they have failed to secure by direct legislation; and

WHEREAS, Because of the proposed great World's Fair at St. Louis, and the necessity for cheap railroad fares to secure a large attendance, the railroad trust, taking advantage of the situation, declare that the usual reduced rates for such occasions will not be made unless ticket brokerage be destroyed by city ordinances and injunctions, thus permitting them to profit enormously by the forfeiture of return coupons in the hands of excursionists and others who may be unable to use them personally, and which they would make it criminal to sell; therefore be it

RESOLVED, By the American Federation of Labor, in this its twenty-third annual convention assembled, that all railroad transportation should be good to the bearer, and that it is an outrage to require the signatures of purchasers upon tickets. We also protest against the nuisance of joint agencies and other identification annoyances as an unnecessary imposition upon excursionists and travelers.

RESOLVED, That the thanks of this convention be extended to the Central Trades and Labor Union and the Building Trades Council of St. Louis, Kansas City and other cities of Missouri, and to the labor unions of Texas for their recent successes in defeating anti-scalping bills in their State legislatures, and especially recommend the St. Louis unions to continue the good fight in resisting these obnoxious laws, ordinances and injunctions during the period of the World's Fair in that city.

RESOLVED, That the resolutions adopted at each of the last six annual conventions of this Federation, denouncing anti-scalping, Federal and State anti-scalping laws, city ordinances and injunctions, be reaffirmed.

RESOLVED, That we again request all State Federations, Central Trades and Labor Councils and Labor Unions allied with the American Federation of Labor, to use every effort to defeat anti-scalping bills and city ordinances inimical to ticket brokerage, and again instruct our Legislative Committee at Washington to oppose all anti-scalping bills that have been, or may be, introduced in the United States Congress.

#### Committee on Resolutions.

Resolution No. 87.—By Delegate M. Donovan of Pawrucket Central Labor Union:

WHEREAS, The woolen manufacturers have seen fit to establish a two-loom system on fancy weaving, to the detriment of the craft; therefore be it

RESOLVED, That we, the Woolen Workers' Textile Union, No. 318, of Central Falls, R. I., do hereby condemn such action on their part and will do all in our power to abolish it.

RESOLVED, That a universal list of two mills per pick on all fancy weaving be established, and that eight hours constitute a day's work; and be it further

RESOLVED, That a copy of these resolutions be presented at the convention of the American Federation of Labor, to be held in Boston, commencing November 9, 1903, for their endorsement.

#### Committee on Resolutions.

Resolution No. 88.—By Delegate J. P. Broderick of San Antonio, Tex., Trades Council:

WHEREAS, Many suits at law have been and are being instituted throughout the country by employers of labor against labor organizations or their officers or individual members, in some cases entailing more or less trouble and expense to said organizations, officers or members; therefore be it

RESOLVED, That the Executive Board of the American Federation of Labor be and is hereby directed to render such moral and financial support in all such cases, when and where possible.

#### Committee on Resolutions.

Resolution No. 89.—By Delegate L. J. Niemchesky, Post Office Clerks' Union No. 8703:

WHEREAS, For several years the Chicago Post Office Clerks' Union No. 8703 have sought by all legitimate means to secure the enactment of legislation to better the condition of all post office clerks; and

WHEREAS, This union will cause bills to be introduced at the next regular session of Congress to regulate hours and salaries of the post office clerks in post offices of the first class; therefore be it

RESOLVED, That this convention heartily indorse the demands of Post Office Clerks' Union No. 8703 for the regulation of salaries and hours of labor for members of their craft; and be it further

RESOLVED, That the incoming Executive Council be, and hereby is, instructed to extend all possible moral support to said union to accomplish its laudable purposes.

#### Committee on Resolutions.

Resolution No. 90.—By Delegation of Suspender Makers' Union:

On Thursday, Oct. 29th, at a regular meeting of the Suspender Makers' Union, Local No. 9,360, American Federation of Labor, the following resolution was proposed and unanimously adopted after a long and serious discussion with regard to the organization of a national body:

WHEREAS, We, the Suspender Makers' Union of New York, considering the importance and necessity of a national organization of the suspender trade, and knowing as a matter of fact that there are a great number of suspender locals scattered in the various states of the union who are ready, willing, and fit to manage and conduct the affairs of such organization, thereby improving the condition of those employed at the trade, and also improving and facilitating the control and care of the label; and

WHEREAS, We are aware of the fact that the great majority of styles renders it utterly impossible to establish a uniform rate of wages, unless by the combined efforts brought about through a national organization; be it therefore

**RESOLVED**, To request and urge the delegates convened to act upon and authorize the Executive Board of the American Federation of Labor to bring about the immediate organization of a national body of suspender makers.

Committee on Organization.

Resolution No. 91.—By John Jackson, Amalgamated Society of Carpenters and Joiners:

**RESOLVED**, That the General Executive Board be requested to obtain legislation in the several states providing for the better protection of mechanics' tools on all public, corporation or private work.

Committee on Resolutions.

Resolution No. 92.—By Delegate Fosdick: **RESOLVED**, By the Trades and Labor Assembly of Denver, in regular meeting assembled, that Delegate Fosdick be and is hereby instructed to extend the greetings of this Assembly to the American Federation of Labor, with thanks for the support rendered by the Executive Council to this body in its efforts to maintain and advance the principles of trades-unionism as taught and practiced by the American Federation of Labor and the national and international organizations affiliated with it;

**RESOLVED**, That he urge upon the delegates to the American Federation of Labor, in Convention assembled, the duty of affiliated national and international organizations using every influence in their power to induce their locals, wherever situated, to affiliate with central bodies chartered by the American Federation of Labor, and thus by example as well as precept encourage the spirit of unity, which should bind together the trades unionists of the world;

**RESOLVED**, That this Assembly is unalterably opposed to the so-called "open door" policy in the conduct of central bodies as subversive of the basic principle of trades-unionism, holding that it is as logical to recognize the man who refuses to join his craft union as it is to recognize the independent organization which refuses to owe allegiance to the recognized head of unions of the same craft;

**RESOLVED**, That it is the opinion of this Assembly that national and international unions in the west will be greatly strengthened by frequent visits from organizers of the various crafts who can awaken an interest which will materially aid the efforts of local organizers to bring the working people into the union fold;

**RESOLVED**, That a copy of these resolutions be furnished Delegate Fosdick with his credentials, and that a further copy under seal of the Assembly be forwarded to Secretary Morrison of the American Federation of Labor.

Committee on Resolutions.

Resolution No. 93.—By Delegate James Borden:

**RESOLVED**, That Section 2 of Article 12 of the Constitution be amended by striking out the word "instruct" and inserting the word "compel."

Committee on Laws.

Resolution No. 94.—By Delegates W. O. Powell, C. Harry Hoke and H. C. Buckley, of Shirt, Waist and Laundry Workers' International Union:

**WHEREAS**, The navy department is advertising for Chinese and Japanese to take employment as laundry workers in that department; and

**WHEREAS**, We believe that this course is detrimental to our own people, and should be discouraged; therefore be it

**RESOLVED**, That the Legislative Committee be instructed to inquire into the extent of such practices in governmental departments and that their findings be published in the "Federationist"; and be it further

**RESOLVED**, That the Committee use its influence with the Navy Department that these positions now being filled, be given to other enlistments than Chinese and Japanese.

Committee on Resolutions.

Resolution No. 95.—By Delegates W. O. Powell, C. Harry Hoke and H. C. Buckley, Shirt, Waist and Laundry Workers' International Union:

**WHEREAS**, It must be self-evident to all that the small wages received by women wage workers in trades that are occupied by men and women alike has a tendency of keeping all wages down; and

**WHEREAS**, Organized labor must see the need of protecting itself by organizing the unorganized women workers throughout the country and aiding them to advance and improve their conditions; therefore be it

**RESOLVED**, That all American Federation of Labor organizers be instructed to make a special effort during the coming year to organize all women wage workers.

Committee on Organization.

Resolution No. 96.—By Delegate W. H. White of Drillers and Tappers', No. 9800:

**WHEREAS**, The Executive Council of the American Federation of Labor have issued a charter to the above local and others in the last few years; and

**WHEREAS**, The Brotherhood of Boilermakers through their delegate did protest against issuing the same, and this body in the twenty-second annual convention assembled, did direct that a conference be called to amicably adjust all differences and to equitably define our status as craftsmen; and

**WHEREAS**, Said conference was held in the office of the President of the American Federation of Labor, the Brotherhood of Boilermakers having no equitable proposition to offer; and

**WHEREAS**, Said Executive Council in considering the subject matter brought before them, saw no reason to reverse themselves and did so notify all concerned, through the Secretary of the American Federation of Labor; and

**WHEREAS**, The Brotherhood of Boilermakers have never recognized said decision of the Executive Council of this body, and have prevented our acceptance by the Marine Trades Council, Port of New York, claiming we were not a legal body; and have had our men in good standing knocked off jobs, on representing our cards were not valid; and allowed men not members



of either body to work on same job, and further, have, since said conference and, we believe, still are, issuing so called Driller and Tapper cards to men with holder-on and helper ratings; therefore be it

**RESOLVED**, That the twenty-third annual session in convention assembled, do, in no uncertain language take what action these un-union-like lapses call for.

#### Committee on Grievances.

**Resolution No. 97.**—By Delegate W. D. Henderson of St. Joseph, Mo., Central Labor Council:

**WHEREAS**, The American Federation of Labor is organized for the purpose of assisting the toiling masses in securing better conditions in their labor; and in order to accomplish the same, there must be a unity of action and a close co-operation with each local organization; and

**WHEREAS**, The American Federation of Labor has granted charters to central bodies in various cities throughout the United States and Canada, to aid in securing a closer affiliation of local unions, and as the city of St. Joseph, Mo., is very much divided in local organizations; therefore be it

**RESOLVED**, By this Convention, that all local organizations in the city of St. Joseph, Mo., whose national or international unions are affiliated with the American Federation of Labor, shall be compelled to affiliate themselves with the Central Labor Council, American Federation of Labor of said city, within three months from the adoption of this resolution, or their international or national union be compelled to revoke their charter; be it further

**RESOLVED**, That on failure of the national or international organization to comply with this resolution, they shall be sus-

pended from the American Federation of Labor.

#### Committee on Resolutions.

**Resolution No. 98.**—By Delegate James L. Barry of Actors' National Protective Union:

**RESOLVED**, That the American Federation of Labor indorse the label of the Actors' National Protective Union at this Convention; also that all unions affiliated with the American Federation of Labor at all times insist upon the employment of union actors where talent is to be employed

#### Committee on Labels.

**Resolution No. 99.**—By Delegate James L. Barry of Actors' National Protective Union:

**RESOLVED**, That all affiliated organizations of the American Federation of Labor shall recognize the card of the Actors' National Protective Union, and in case of trouble arising in theatres, music halls, parks or pavilions, they shall give their moral support to the above organization, namely, the Actors' National Protective Union.

#### Committee on Resolutions.

**Resolution No. 100.**—By Delegate George W. Williams of Stereotypers and Electrotypers' International Union:

**RESOLVED**, That request contained in petition presented by members of Boston trade unions, asking for use of Faneuil Hall for Saturday evening, Nov. 21, for an anti-trust meeting be granted, provided that hall shall not be required by convention on that evening.

#### Committee on Resolutions.

On motion, convention adjourned until Thursday morning at 9 o'clock.

## FOURTH DAY.—Morning Session.

Convention called to order by President Gompers at 9 o'clock.

Absentees: Klapetzky, McMahon (Jas.), Looney, Hank, Buchanan, Winslow (C. W.), Jennings, Fish O'Brien (J. R.), Reidy, Nelson, Towey, Cotter, Callahan, O'Connor (E. C.), Elchelberger, Scaife, Fitzgibbon, Winn (Peter), Kelley (J. S.), Hunt, Scott (J. A.), O'Hare, Dix, Mahon, Winslow (C. H.), Penje, Cornish, Hart, Lincoln, Powell (Geo.), McDonough, Engel, Curley (Jno. F.), Gurr, Casey (Louis), Ferguson, Murphy (P. J.), Thomas, Kelley (J. W.), Fossberg, Woods, Flanagan, Curtis, Keene, Sarman, Duffy (O. H.), Coker, Allimon, Allabough, Wulf, Davis (F. H.), Nightingale, Lawler, Bowen (P. F.), Ryall, Holloway, Clarke (E. R.), Myler, Cowell, Dolan, Connor, Doll, Harney, Lehner, Kuhn, Tyson, Hitchcock, More (J. J.), Braver, Gosline, Pater-son, Burton, Gettle, Dinneen, Hodges, Reed (W. A.), Turnt, Gilpin, Butler, Faulk-erson, Cooper, Studd, Page, Tussiny, McLaughlin, Morlin, Anderson, Tobin (P. F.), Fieldstack, Donnelly (J. B.), Roderick, Kelley (James), Dillon, Wingerter, Borden, Ludwig, Keenan, Sodekson, Hillard, Damo-sonlo, Timilty, Cooper (Wm.), Hill (L. A.), Delgle, Gately, Rosenfield, Freeman, Mal-oney (R. S.), Smith (Wm.), Downing (J. F.), Scott (Timothy), Lederer, Francis, Hutchinson, Klein, Clark (W. H.), Tar-rents, Herr, Sadler.

Reading of the minutes dispensed with.

Discussion of the recommendation of the Committee on Credentials that Ernest Bohm, representing the Grain Workers' As-sociation, No. 11,407, be given a seat in the Convention, was resumed, and by an almost unanimous vote, there being but one vote in the negative, the recommendation of the committee was concurred in.

The following telegram was read:

Atlanta, Ga., Nov. 11, 1903.

President Gompers, Faneuil Hall, Boston:

Atlanta Federation. In regular session as-sembled, send fraternal greetings to Amer-ican Federation of Labor in Boston assem-bled, and invite the next session to the Gate City of the South.

(Signed) G. D. ROYS,  
Chairman Committee.

President Gompers informed the Conven-tion in a few well chosen words that a gavel, made from the wood of Faneuil Hall, had been presented to the American Fed-eration of Labor by the Mayor of the City of Boston. The gavel bore the following inscription:

OAK TIMBER FROM FANEUIL HALL  
Presented to the  
AMERICAN FEDERATION OF LABOR  
by  
PATRICK A. COLLINS, MAYOR OF  
BOSTON  
Nov. 10, 1903.

Delegate Ramsey moved that the roll call ordered at the Wednesday morning ses-sion upon the motion to lay on the table the motion to reconsider the action where-by a part of the delegation from the Bakers' and Confectioners' International Union were refused seats in the Convention be made the order of business for 10 o'clock, Friday morning.

President Gompers declared the motion out of order.

Delegate Kreft raised the point of order that as the Convention had been voting on the question to lay the matter on the table, all debate was out of order.

President Gompers declared the point well taken, and directed the secretary to call the roll.

Secretary Morrison called the roll, with the following result:

AYES—Murphy (P. F.), Slocum, Kerr, Cummins (P. H.), Flynn, Malloy, Looney, Barrett (R. D.), Dougherty, McGovern, Jennings, Jackson, Henry (J. S.), O'Brien (J. R.), Morris (Max), Robinson, Devine, Lobenburg, Sherman (H. W.), Nelson, Estinghausen, Burns, Glass, Healy (Timothy), Champ, Kirley (John), Kaufman, Alt-man, Chuck, Grossman, Agard, Cunliffe, Morris (John J.), Cotter, Duncan, Lyons, O'Brien (W. J.), Lillen, Smyth (John W.), Larsen, Langlands, Stephens, O'Connell

(James), Creamer (James J.), Warner, Ireland, Hammerstrom, Drinkwater, Wilson (John T.), Boyle, Lowe, Lynch (E. J.), Downing (P. B.), Duttle, Wheeler (C. D.), Kurten, Mitchell, Wilson (W. B.), Fahy, Dempsey (J. T.), Haskins, Ryan, Lewis, Wasley, Bradley, Murphy (M. F.), Weber, Miller (Owen), Carey (D. A.), Wilson (James), Van Fossan, Hallies, Richmond, Quick, Tanguary, Ramsay, Penje, Frazier, Furuseth, Hart, Kelly (Phillip), Williams (G. W.), Barry, Furman, Flood, Cote, Markey (F. A.), Carr, Morrison (Frank), Hunter, Mulcahy, Braunschweig, Hughes (T. L.), White (John P.), Eldew, Neary, McLaughlin, Casey (J. J.), Bridwell, Hirsch, Markey (H. A.), Simmons, Daly, (Michael F.), Coleman, Morrison (A. W.), Hasselbeck, Scollin, Hitchcock, Jones (David), Reark, Kenney, Parker (Mrs.), Graney, Sinclair, Nugent, Barrett (John), Cohen, Powell (Patrick J.), Feltus, Welsh, Edwards, Largay, Ryal, Berry, McKelvey, Harris, Myler, Henderson (W. D.), Feyder, Muldoon, Roche (E. J.), Lavin, Brayer, Barnett, Wynn (I. G.), White (Wm.), Borden, Swift, Hodges, Mallory, Schmatterlee, Kidd (W. C.), Graham, Bechtold, Doran, Gillooley, Walshe, McArdle, Brady, Creamer (Francis), Fieldstack, Mills, Zimmerman, Clark (W. H.), representing 6,141 votes.

NAYS—Devlin, Utting, Shaerer, Noschang, Deason, McNeill, Fox, Tobin (J. F.), Lovely, Martindale, Carey (James F.), Kemper, Ward, Zepp, Gaestel, Butterworth, Duffy (Frank), Duffy (P. F.), Wheeler (F. C.), Slayton, Bohner, Grimes, Fyfe, McPherson, Gengenback, Tveltmoe, Gompers, Tracy, Barnes, Wood, Mikol, Cable, Hughes (A. C.), Feeney (Frank), Taylor, Monaghan, Larkin, Curran, Moffitt, Phillips, Lally, Scott (M. P.), Gunter, Shaffer, Rutledge, Richards, Vollmer, Buckley, Hoke, Huber, Roach (John), Keefe, Barter, O'Connor (T. V.), Kelly (W. J.), Sherman (C. O.), Kness, Bahlhorn, Carrick, Kneeland, Gilbertson, Hancock, Mackey, Fitzgerald, Winn (Peter), Dold, Murray, Rooney, McKnight, Mahon, Pratt, Dilworth, Edwards, Keyes, Cornish, Ross, Schwab, Lennon, Qualey, Sangster, Tansey, Hibbert, O'Donnell, Franke, Fischer, McAndrews, Gebelein, Williams (D. U.), Beals, Jones (Jerome), Perkins, Mahoney (Patrick), McHugh, Leonard, Poplowsky, Sullivan, Hill (A. E.), Currie, Healey (B. F.), Cummings (W. P.), Spitta, Scully (D. J.), Schardt, Elmer, Campbell, Collins (T. J.), Irvin, Moore (Thomas), Fuller, Fosdick, Clay, Reid (James J.), Trownell, Donovan (Jeremiah), Mahoney (D. D.), Laplant, Gurley, Smith (J. T.), Finn, Maloney (R. S.), Brandon, Drake, Henry, Browning, Sheehan, Clancy, Gottlob, O'Keefe, Ballard, Tully, Whitney, Donovan (Michael), Kreft, Schwartz, Hatch, Thompson, Neal, Arvidson, Broderick, Macarthur, Burman, Dempsey (Domlnick), Zaring, Vincens, Dewar, Debarrey, Doll, Savadge, Dale, O'Connell (M. J.), Sabel, Scully (Rosa), More (J. J.), Henderson (W. F.), Cardiff, Collins (M. D.), Dervin, Marsh, Whiteman, Bankow, Gascoyne, Field, Buthe, Murrell, Feehan, Caldwell, Turner, Hapgood, Haskell, Bowler, Derrigan, Ludwig, Sodekson, Russel, Gately, Muller, Faller, Bickler, Darcy, representing 5,556 votes.

The motion to lay on the table was carried.

President Gompers appointed as a Special Committee on Boycott, Delegates Francis Tilden, R. W. Qualey, Maurice Mikol, George Burns, D. W. Finn, Robert A. Callahan and Charles E. Langland.

Delegate Miller, for the Auditing Committee, reported as follows:

Boston, Mass., Nov. 9, 1903.

To the Officers and Delegates of the Twenty-third Annual Convention of the American Federation of Labor. Greeting:

The undersigned, appointed as a committee to audit the financial affairs of the Federation, beg leave to submit the following report:

It gives us pleasure to report that we found the financial affairs of the Federation most admirably administered. The most approved modern methods of the simplest character have been adopted, which makes the scrutiny and verification of the accounts easy, accurate and rapid. We found the office attaches active, intelligent and courteous, and take this method of expressing to them the thanks of the committee for intelligent assistance and uniform courtesy.

The total income of the Federation from all sources, from October 1st, 1902, to September 30th, 1903, inclusive, was \$252,028.69, divided as follows:

By balance October 1, 1902.....	\$34,225.73
By per capita tax.....	124,950.58
By supplies.....	35,141.35
By Federationist.....	27,718.43
By assessment.....	49,663.40
By bonds.....	529.00
By appeals for assistance for International Union of Journeymen Horseshoers of United States and Canada, and Amalgamated Association of Street Railway Employees of America.....	9,780.75

Total .....\$282,028.69

Total expenses.....\$196,015.57

Divided as follows:

General.....	\$136,351.54
Federationist.....	42,883.68
Defense.....	6,690.00
Appeal Fund.....	9,780.75
Premium on Bonds.....	309.60

Total .....\$196,015.57

Showing a balance on hand

October 1st, 1903, of.....\$86,013.12

#### RECAPITULATION.

Total income.....\$282,028.69

Total expense.....\$196,015.57

Balance on hand Oct. 1, 1903.... 86,013.12

\$282,028.69

Respectfully submitted,

OWEN MILLER,  
E. E. HANCOCK,  
D. G. RAMSEY,  
Auditing Committee.

The report of the committee was received and adopted.

Delegate Miller, for the Committee on Credentials, recommended that Delegate Michael Burke, representing Tunnel Workers' Union, No. 8295, 1 vote, be seated.

Concurred in.

Delegate W. D. Ryan, for Committee on Resolutions, submitted the following, as a partial report:

Resolution No. 2.—By James Willson, Pattern Makers' League of North America:

WHEREAS, Past experience has taught that such organizations as pay the highest dues weekly are the most successful; therefore be it

RESOLVED, That the American Federation of Labor in Convention assembled hereby recommends to all affiliated bodies that they pay at least 25 cents per week dues.

Committee on Resolutions reports favorably.

Concurred in.

Resolution No. 3.—Presented by Henry Sabel of Central Trades Assembly, Washington, Pa.:

WHEREAS, It is a well known fact, that some of the Central bodies retain in their Council organizations which are a violation to Article XII, Section 1, which reads as follows: "No Central Labor Union or any other Central body of delegates, shall admit to or retain in their council, any other body, national or international, hostile to any affiliated organization; or that has been suspended or expelled, or not connected with any national or international organization of their trade herein affiliated, under penalty of having their charter revoked for violation of their charter, subject to appeal to the next Convention." And, in order to avoid any further trouble; therefore be it

RESOLVED, That the President of the American Federation of Labor shall issue a circular letter to all Central bodies affiliated, relative to the above.

Committee on Resolutions reports unfavorably.

Delegates Downey, Macarthur, Duncan and Cummins spoke upon the question.

The report of the committee was concurred in.

Resolution No. 4.—Presented by Henry Sabel, Central Trades Assembly, Washington, Pa.:

WHEREAS, It is a decided fact, that in this age of so-called civilization, a man far advanced in years, often declined in health and not physically able to endure the toils of labor, and, often fails to find work which he is able to perform, in most every instance of the general workingman, leaves him poverty-stricken and an object of charity; and,

WHEREAS, It is also well known that the widow and orphans of the deceased

laborer, bereaved of the only source of income for their support, become dependent on charity; and,

WHEREAS, It is a settled fact, that some of the leading foreign countries have adopted an old age, accident, widow and orphan pension, and are successfully operating same; therefore be it

RESOLVED, That the American Federation of Labor in Convention assembled shall use its full offices to have Congress enact an old age pension law, which will be a benefit for the aged, and the physically disabled, who have made every endeavor in their lives in the diligent industry strife, for the widow and orphans, and protect them in the same manner as the war veterans are pensioned.

Committee on Resolutions report unfavorably.

Concurred in.

Resolution No. 15.—By Delegate G. A. Hoehn of Federal Labor Union 6,482:

WHEREAS, The Miller controversy concerning the open shop question and the decision of President Theodore Roosevelt in regard to this matter has been used by the enemies of organized labor as a means of propaganda for the so-called open shop; and,

WHEREAS, This open shop policy is but a subterfuge and a means to strengthen the non-union and scab shop position of the union-hating capitalist corporations; therefore be it

RESOLVED, That this twenty-third annual Convention of the American Federation of Labor holds the open shop to belong to the same category of institutions as the non-union or scab shop, and that it cannot be recognized by organized labor.

RESOLVED, That this applies to the open shop under private management as well as to the open shop under government or public management.

Committee on Resolutions recommends reference to Committee on Executive Council's report.

Delegate Ramsey moved to non-concur in the committee's report and take up the matter in Committee of the Whole.

Delegate Agard moved that it be referred back to the Committee on Distribution.

Delegate Duncan favored such reference. Delegate Ramsey withdrew his amendment.

Agreed to.

Delegate Hoehn opposed reference.

Delegate Lennon moved that the resolution be referred back to the Committee on Resolutions and that the Committee on Distribution be instructed to refer all matters on the open shop, so-called, and the Miller case to the same committee.

Delegate Agard withdrew his motion.

Agreed to.

Delegate Barnes said the question was one of the most important that would come before the Convention.

Delegates Hayes, Willson and Roche favored reference.

Delegate Macarthur thought the matter should be referred to some committee that has not been involved in some discussion of it.

Delegate Lewis called for the previous question.

Delegate Lennon's motion to refer matter back to the Committee on Resolutions was adopted.

Resolution No. 16.—By Delegate G. A. Hoehn of Federal Labor Union 6,482:

WHEREAS, The jurisdiction controversies between the national and international unions affiliated with the American Federation of Labor are continually growing in number and in seriousness, threatening the very existence of the united trades union movement;

WHEREAS, These jurisdiction controversies are the natural results of the rapid changes and developments in the industrial conditions of the capitalist system;

WHEREAS, A clear and correct understanding of the fundamental causes of these serious troubles is absolutely required before any of the important jurisdiction controversies can be satisfactorily acted upon; therefore be it

RESOLVED, That a special committee of five be immediately appointed, with instructions to draft a statement setting forth the natural causes of the jurisdiction controversies in a clear and concise manner.

RESOLVED, That this committee of five shall submit its report within 24 hours after its appointment, and that no jurisdiction question be taken up in this Convention until this special committee shall have submitted its report.

Committee on Resolutions reports unfavorably.

Delegate Hoehn opposed concurrence in the report of the committee.

The report of the committee was adopted.

Resolution No. 18.—By Delegate G. A. Hoehn of Federal Labor Union 6,482, St. Louis, Mo.:

WHEREAS, The most tyrannical and despotic means are employed by the combined capitalist corporations in the Western States to crush organized labor and kill organized labor and kill the eight-hour movement in Colorado,

WHEREAS, The American Federation of Labor recognizes the solidarity of labor in the great struggle for emancipation; therefore be it

RESOLVED, That the twenty-third annual Convention of the American Federation of Labor hereby extends its hearty sympathy to our Western brothers and donates the sum of one thousand dollars (\$1000) to the Western Federation of Miners in order to help them in their heroic struggle and bring about an early victory for the great and noble cause of Labor.

Committee on Resolutions reports unfavorably.

A motion was made that the report of the committee be concurred in.

Delegate Macarthur favored the resolution, and was opposed to concurrence in the committee's report.

Delegate Kreft was opposed to dual organizations.

Delegate Kelly favored giving all the assistance possible.

Delegate Morris favored moral and sympathetic assistance only.

Delegates Ramsey and Furuseth were in favor of assisting the Western Federation in their trouble.

Delegate Hoehn also spoke on the question.

Further discussion on the matter was deferred until the afternoon session.

Delegate Miller for the Committee on Credentials submitted the following:

The Committee on Credentials recommended the seating of R. H. Coker to represent the Central Labor Union of Knoxville, Tenn., instead of J. D. Butcher, whose credentials were withdrawn, and instead of W. L. Whitesides, the secretary, whose name we used by error in a previous report.

The Committee recommends the seating of James Hannahan to represent the Hardware Employees' Union of Chicago, No. 10,532.

Concurred in.

President Gompers reported to the Convention that the management of Tremont Temple had returned the deposit placed in their hands for the use of the Temple.

Convention adjourned to meet at 2 P. M.

## FOURTH DAY—Afternoon Session.

The Convention was called to order by President Gompers at 2 o'clock.

**Absentees:** Klapetzky, Deason, Slocum, McGovern, Reidy, Burns, Healy (Timothy), Kirley (John), Towey, Scott (M. P.), Ireland, Eichelberger, Downey, Wheeler (C. D.), Kurten (H. C.), Scaife, Fitzgibbon, Carrick, Winn (Peter), Scott (John A.), Dix, Mahon, Winslow (C. H.), Cornish, Lincoln, Powell (Geo.), Curley (Jno. F.), Gurr, Ferguson, Markey (H. A.), Thomas (G. E.), Campbell, Fossberg, Curtis, Keene, Sarman, Duffy (O. H.), Brandon, Pena, Allimon, Allabough, Davis (F. H.), McKee, Lawler, Holloway, Clarke (E. R.), Cowell, Kuhn, Tyson, Hitchcock (Henry), Brayer, Gosline, Paterson, Burton, Gettle, Dinneen, Hodges, Reed (W. A.), Turnt, Gilpin, Butler, Faulkerson, Cooper (J. A.), Studd, Page, Tussiny, Morlin, Anderson, Tobin (P. F.), King, Kelley (Jas.), Dillon, Wingarter, Bowler, Ludwig, Hillard, Damozonio, Cooper (Wm.), Hill (L. A.), Deigle, Rosenfield, Freeman, Smith (Wm.), Scott (Timothy), Lederer, Hutchinson, Klein, Clark (Wm. H.), Tarrents, Herr, Sadler, Mullen.

On motion the reading of the minutes was dispensed with.

Discussion on Delegate Hoehn's motion to recommit Resolution 18 was resumed.

Delegate Slayton was opposed to the motion to recommit.

Delegate Duncan favored the motion.

The motion to recommit was adopted.

**Resolution No. 27.**—By Delegate J. B. Dale of Vallejo Trades and Labor Council:

WHEREAS, It is the duty of union men to support all institutions, public or private, that by their acts give to labor the maximum of pay for the minimum of hours; and

WHEREAS, In the matter of the construction of our naval vessels, labor receives better consideration from the government than that given by private yards; and

WHEREAS, It has been demonstrated that work is and can be done better in navy yards than in private yards, as shown by the results both in workmanship and economy in the case of the transport "Grant," recently converted into a deep-sea dredger at the Mare Island Yard; be it

**RESOLVED,** That we renew our demand, and that the government, in all its branches, enter into direct construction; and

**RESOLVED,** That we especially demand that the capacity of government yards be used to the utmost for construction work; that that not alone may labor be benefited, but that the ships which go out to sea may be honestly and well built and free from such weakness as are the result of poor work, so placed that the profit therefrom is the greater to the contractor; and

**RESOLVED,** That we declare ourselves as favorable to ship construction in the navy yards belonging to the government, and we earnestly ask congress to so act, that in future naval vessels shall be built therein, thereby adding to the capital and dignity of labor.

Committee on Resolutions reports favorably.

Report of committee concurred in.

**Resolution No. 32.**—By Delegate George C. Campbell of Tri-City Labor Congress of Clinton and Lyons, Ia., and Fulton, Ill.:

WHEREAS, In cases of controversies with employers one of the most important weapons to be depended upon by organized labor is the "labor press," which has always faithfully fought the battles of the wage earners for right and justice, often at great sacrifices to its material welfare, and at pecuniary loss, realizing 'his fact, and also that the "labor press" is not and has not been receiving the support of trades unionists as it should, in many cases having to suspend publication for want of proper support from those who receive the most support from it; therefore be it

**RESOLVED,** By this Convention that we most earnestly call the attention of all affiliated organizations to the great importance of sustaining the efforts of the "labor press" for organization, education, justice and the union label, by having all members of local unions subscribe for the labor paper in their vicinity, and render assistance by patronizing those friendly merchants who use its columns to advertise their wares, and where possible to do so, to have the unions in the locality where a labor paper is published, subscribe for all its membership, so all may be kept in touch as to facts in cases of strikes and lockouts, and as to who is unfair to organized labor; and be it further

**RESOLVED,** That this Convention cordially thanks the "labor press" for the

noble work it has done, and is still doing, and also extends to the public press who have dealt fairly with the labor movement its appreciation of such fairness.

Committee on Resolutions report favorably with slight correction.

Report of committee concurred in as corrected.

Resolution No. 97.—By Delegate W. D. Henderson of St. Joseph, Mo., Central Labor Council:

WHEREAS, The American Federation of Labor is organized for the purpose of assisting the toiling masses in securing better conditions in their labor; and in order to accomplish the same, there must be a unity of action and a close co-operation with each local organization; and

WHEREAS, The American Federation of Labor has granted charters to central bodies in various cities throughout the United States and Canada, to aid in securing a closer affiliation of local unions, and as the city of St. Joseph, Mo., is very much divided in local organizations; therefore be it

RESOLVED, By this Convention, that all local organizations in the city of St. Joseph, Mo., whose national or international unions are affiliated with the American Federation of Labor, shall be compelled to affiliate themselves with the Central Labor Council, American Federation of Labor of said city, within three months from the adoption of this resolution, or their international or national union be compelled to revoke their charter; be it further

RESOLVED, That on failure of the national or international organization to comply with this resolution, they shall be suspended from the American Federation of Labor.

Committee on Resolutions reports unfavorably, but recommends that the Executive Council use their best efforts to bring about the condition of affairs sought by those who introduced the resolution.

Delegate Henderson opposed the report of the committee.

Delegate Duncan supported the report of the committee.

Delegates Hammerstrom, Kreft and McGovern favored the adoption of the original resolution.

Delegate Gurley held that the adoption of the resolution would apply solely to St. Joseph, Mo.

Delegate O'Connell held that the adoption of the resolution would be dangerous if strictly enforced.

Delegate Hart favored the report of the committee.

Delegate Fosdick held that if discipline was demanded from the international unions it would strengthen the unions in all parts of the country.

Delegate Driscoll believed that it should be referred to the Executive Council.

Delegate Mitchell favored the adoption of the committee's report.

Delegates Attman, McNeil, Sherman, Qualey, Barnes and Clay also spoke upon the question.

Delegate Warner moved the previous question, which was carried.

The report of the committee was concurred in.

Delegate Monaghan was appointed on Committee on Organization as a substitute, in place of George V. Lighthall, who could not be present.

Delegate George Sangster was appointed in place of Delegate Wilson on Committee on Executive Council's Report.

Delegate Hirsch, for the Committee on Labels, reported as follows:

Resolution No. 29.—By Delegate George C. Campbell of Tri-City Labor Congress of Clinton and Lyons, Ia., and Fulton, Ill.:

WHEREAS, While the increased demand for union label goods is gratifying, yet taking into consideration the enormous growth in the membership of organized labor it is not what it should be, and believing that the main cause for there not being a greater demand, is from the want of proper education of trades unionists on the duty and obligation of every unionist to purchase only union made goods, and from not knowing that only by using their purchasing power as consumers can convict, child and sweat shop labor be wiped out; therefore be it

RESOLVED, That it is the sense of this Convention that all union men and women owe it as a duty to themselves and their class, that at all times they be consistent and demand the union label, and all affiliated national organizations that have not already done so are earnestly requested to incorporate in their ritual, and obligation, that their members must demand the union label; and organizers when installing newly organized unions are requested to thoroughly explain to members before obligation their duties as to demanding the union label; and be it further

RESOLVED, That the attention of all international unions having labels is called to the advisability of making arrangements with the "labor press" of this country for systematically advertising through their columns and keeping before the eyes of their readers the emblems trades unionists and sympathizers are required to call for.

Committee on Labels reports favorably.

Report of committee concurred in.

Resolution No. 35.—By Delegate Sullivan of Rhode Island State Branch:

WHEREAS, The Retail Clerks' International Protective Association has been formed to improve the condition of the wage workers; and

WHEREAS, It is affiliated through the American Federation of Labor with the general trades movement; and

WHEREAS, It is the plain duty of every member of a labor union to call for

the up-to-date Clerks' Union cards when making a purchase and compel the clerk to show his card before buying from him or his employer; be it

RESOLVED, That the Convention of the American Federation of Labor endorse the card of the Retail Clerks' International and Protective Association and appeal to every member and sympathizer to demand the same.

Committee on Labels reports favorably.

Report of committee concurred in.

Delegate from Racine urged the delegates, when they returned home, to renew to a greater extent agitation for the use of the label.

Resolution No. 30.—By Delegate Geo. C. Campbell of Tri-City Labor Congress of Clinton and Lyons, Ia., and Fulton, Ill.:

WHEREAS, The greatest lever that can be used by trades unionists for the betterment of the working people is by a universal and persistent demand for the union label of fellow co-workers; and

WHEREAS, The Women's Union Label League wherever organized has been of great benefit and assistance to the trade union movement, not only by its persistent demand for union made goods, but also for union clerks; therefore be it

RESOLVED, By this Convention that we heartily endorse the Women's Union Label League, and recommend to all affiliated organizations that they request their members to endeavor to induce their wives and female relatives to join such leagues wherever in existence and where not organized, assist in organizing the same; and be it further

RESOLVED, That all organizers of the American Federation of Labor be requested to use their best efforts to organize Women's Union Label Leagues in their respective localities.

Committee on Labels reports favorably.

Delegate Harris spoke upon the question.

Report of the committee concurred in.

President Gompers appointed Delegate D. L. Dillworth on the Laws Committee as a substitute for Delegate Harzebecker, who could not be present.

Resolution No. 101.—By Delegates John McNeill, Edward Fox and David A. Malloy of Boilermakers and Iron Shipbuilders:

WHEREAS, We, the Brotherhood of Boilermakers and Iron Shipbuilders of America, respectfully requested that the Erie City Iron Works of Erie, Pa., be placed upon the unfair list of the American Federation of Labor for discriminating against the members of our organization by discharging them when found they were members of our organization. Upon investigation, authorized by the Executive Board of the American Federation of Labor, the above conditions were found to exist and reported by T. H. Flynn, organizer of the American Federation of Labor, and said report is now in the hands of the Executive Council; therefore be it

RESOLVED, That the above request be complied with.

Committee on Boycotts.

Resolution No. 102.—By Delegate Emil Schaerer of Bakery and Confectionery Workers:

WHEREAS, Delegates from Bakery and Confectionery Workers' Local 180 of Brockton, Mass., were suspended from all privileges by Central Labor Union of Brockton, Mass.; and

WHEREAS, This action taken was entirely uncalled for, as has been proven from circumstances which have lately come to our notice; be it

RESOLVED, That the delegates from Bakery and Confectionery Workers' Local 180 of Brockton, Mass., be seated in Central Labor Union; and be it further

RESOLVED, That the Central Labor Union of Brockton, Mass., be notified of this action immediately.

Committee on Local and Federated Bodies.

Resolution No. 103.—By Delegate A. W. Morrison of Cambridge Central Labor Union:

WHEREAS, The cities of Cambridge and Somerville are practically in a state of disorganization; and

WHEREAS, Such a state of affairs is detrimental to the interests of organized labor in this section of the country; therefore be it

RESOLVED, That the American Federation of Labor make special efforts looking to the organization of the cities of Cambridge and Somerville; and be it further

RESOLVED, That the American Federation of Labor recommend to the various International Unions that they make special efforts to organize Local Unions of their crafts in the above cities.

Committee on Organization.

Resolution No. 104.—By Delegate MacPherson, of Carriage and Wagon Workers:

WHEREAS, At the present time a question of jurisdiction exists between the Carriage and Wagon Workers on the one side and the Brotherhood of Painters and Decorators on the other, as to who shall govern the carriage painters; and

WHEREAS, Such questions stir up strife where peace and amity should prevail and in no way tend to build up that solidarity of union labor which we believe it is the ambition of the American Federation of Labor to maintain; and

WHEREAS, It is the opinion of the mover of this resolution and the members of the craft he represents that the only remedy for such conditions is trades autonomy, in other words, that no trade be allowed to encroach upon the vested rights of any organization to which has been granted a charter by the American Federation of Labor; therefore be it

RESOLVED, That the Carriage and Wagon Workers' International body be granted full and entire jurisdiction over this most ancient craft, which comprises the following branches:

Carriage and Wagon Body Builders and Woodworkers.

Carriage and Wagon Painters.

Carriage Trimmers.

Carriage and Wagon Sign Writers.

Wheel Builders.

Spoke and Hub Makers.



Spring and Axle Makers.  
Coach and Carriage Lamp Makers.  
Bent Stuff Makers, such as shafts and  
felloes and all component parts of a car-  
riage and wagon in the rough.

#### Committee on Grievances.

Resolution No. 105.—By Delegate McPherson of Carriage and Wagon Workers:  
WHEREAS, The Carriage and Wagon Workers of America are making strenuous efforts to build up, solidify and enlarge the borders of the craft; and

WHEREAS, We would call the attention to the fact that the bitter enemy and most unscrupulous foe to organized labor, Mr. D. M. Parry, of Indianapolis, is one of the largest manufacturers of scab vehicles in the United States; and

WHEREAS, The baleful influence of D. M. Parry, the arch enemy of all organized labor, has been exerted to the limit of his power to disrupt, scatter and if possible, destroy the union carriage and wagon workers of America; therefore be it

RESOLVED, That credentials be granted by the American Federation of Labor to a carriage and wagon worker to organize especially this craft; and be it further

RESOLVED, That it is the sense of this Convention that a fellow craftsman having experience in the trade is better calculated to succeed in organizing the carriage and wagon workers than one of another craft, no matter how energetic he may be.

#### Committee on Organization.

Resolution No. 106.—By Delegate Godfrey Lehner of Yonkers Federation of Labor:

WHEREAS, The Yonkers Labor World has been largely instrumental in building up the organization of this city and vicinity and defending the principles of organized labor against the attacks of such men as John C. Havemeyer and other capitalists; therefore be it

RESOLVED, By the American Federation of Labor, in convention assembled, that we extend to the Labor World our hearty indorsement and recommend to all members of labor unions to give it their support, both financially and morally.

#### Committee on Resolutions.

Resolution No. 107.—By Delegate Jere Cotter of United Gold Beaters' National Union of America:

WHEREAS, The United Gold Beaters' National Union of America has for years endeavored to maintain its organization for the protection of its members; and

WHEREAS, The products of the gold beaters, namely, gold leaf, being used by the members of many affiliated unions such as the Brotherhood of Painters and Decorators and Paper Hangers of America, also the International Brotherhood of Book Binders and perhaps many other; and

WHEREAS, The United Gold Beaters' National Union has adopted a label which is endorsed by the American Federation of Labor which is placed upon all packages of gold leaf manufactured by union firms; therefore be it

RESOLVED, That the affiliated unions herein mentioned be instructed by the American Federation of Labor through its

president that the members of the respective unions be urged to use only gold leaf which bears the union label wherever and whenever possible to do so.

#### Committee on Labels.

Resolution No. 108.—By Delegate Geo. H. Turner of Protective Laborers No. 9,756:

RESOLVED, We reaffirm our pledge of fidelity to the trades union principles which regard all capital as the product of the past labor of all toilers of the human race and that wages can never be regarded as the full equivalent for labor performed; and

WHEREAS, Until the present wage system is abolished the inauguration of these fundamental principles can never be realized; therefore be it

RESOLVED, That the twenty-third annual convention of the American Federation of Labor declare in favor of the public ownership and democratic management of all the means of production and distribution that the possession and enjoyment of the full product of all labor may be secured to all who toil.

#### Committee on Resolutions.

Resolution No. 109.—By Delegate F. W. Burman of Schnectady Trades Assembly:

WHEREAS, The present method of labeling union-made goods does not give the satisfaction it should owing to the large number of labels now in use, and it is a difficult task for the large majority of union men to recognize the genuine label; therefore be it

RESOLVED, That this convention adopt a universal label instead of the numerous labels now in use to be used on all union-made goods.

#### Committee on Labels.

Resolution No. 110.—By Delegate Julius Faller of Stone Masons No. 7,049:

WHEREAS, At the Executive Council of the Federation of Labor at Toronto in April, 1903, the application for a charter for the Stone Masons' International Union of America was refused on the grounds that the Bricklayers and Masons' Union (a body not affiliated with the American Federation of Labor) claimed jurisdiction over our craft, and because of the protest of the Bricklayers and Masons Union the charter was refused, we therefore appeal to your honorable body and ask your consideration of our just claim to the rights and benefits which would result from the power and influence of an international organization of our craft under the banner of the American Federation of Labor, and ask at the hands of this Convention that our claims be given the consideration granted to all other organizations by instructing the Executive Council to comply with our request by granting a charter as in accordance with the provisions of the Constitution of the American Federation of Labor.

#### Committee on Organization.

Resolution No. 111.—By Delegate James L. Barry of Actors' National Protective Union:

RESOLVED, That the American Federation of Labor at this Convention will kindly request all organizations affiliated with the same to kindly instruct

their organizers to assist the Actors' National Protective Union of America in organizing all non-union actors throughout the country in vaudeville theatres, music halls, parks, etc.

#### Committee on Organization.

Resolution No. 112.—By Delegate George H. Turner of Protective Laborers' Union 9756, Kansas City, Mo.:

WHEREAS, At a meeting of the Executive Council of the American Federation of Labor, held at Washington, D. C., Sept. 21 to 25, action of disapproval of the efforts to organize International Union of Protective Laborers was expressed and the local union initiating the call for a convention for such purpose was requested to recall the circular letter containing the call which had met with unanimous approval from a number of local unions sufficient to form an international and as the decision of the Executive Council is contrary to the provisions of Sec. 2, Art. 9, of the constitution of the American Federation of Labor, on behalf of the local unions which have declared in favor of an international union, I appeal from their decision and ask for your careful consideration of our claims to the right and privilege granted by the constitution to form ourselves into an international that we may join the brotherhood of internationals and march forth under the banner of the American Federation of Labor and perform our full share in the great battle for the rights of those who toil; therefore be it

RESOLVED, That this Convention direct the Executive Council to take immediate action which will result in the organization of an International Protective Laborers' Union and the granting of a charter for the same.

#### Committee on Organization.

Resolution No. 113.—By Delegates Geo. Mackey and James F. Fitzgerald of Paper Makers:

WHEREAS, The International Brotherhood of Paper Makers have been struggling for years to establish a uniform work day of eight hours in the respective paper mills; and

WHEREAS, The said organization has been successful in establishing the eight-hour work day in many of the mills; and

WHEREAS, The products of said mills bear the union label of the International Brotherhood of Paper Makers, said label having the endorsement of the American Federation of Labor; therefore be it

RESOLVED, That the respective organizations whose members are employed in publishing concerns and who are obliged to handle the products of the paper makers be urged to give preference to the paper bearing the label of the Paper Makers wherever and whenever possible.

#### Committee on Labels.

Resolution No. 114.—By Delegates Geo. Mackey and James F. Fitzgerald, Paper-makers:

WHEREAS, The Joint Brotherhood of paper makers have been drawn into a controversy by the Remington-Martin Paper Co. of Norfolk, N. Y., which resulted in many members being thrown out of employment and an endeavor on the part of the said Remington-Martin Paper Co. to

destroy the organization of paper makers; and

WHEREAS, Repeated attempts have been made to bring about an honorable adjustment of said controversy by the officers of the International Brotherhood of Paper Makers as well as the Workingman's Federation of the State of New York after a careful and thorough investigation by the representative of the state body and the American Federation of Labor, and a report of said investigation has been sent to the president of the American Federation of Labor; and

WHEREAS, The Workingman's Federation of Labor of the State of New York has declared the Remington-Martin Paper Co. of Norfolk, N. Y., upon the unfair list; therefore be it

RESOLVED, That the American Federation of Labor endorse the request of the International Brotherhood of Paper Makers by placing the Remington-Martin Paper Co. upon the unfair list of the American Federation of Labor and that the incoming officers of the American Federation of Labor render all possible aid to the paper makers' organization to conduct a vigorous campaign against the products of said company.

#### Committee on Boycotts.

Resolution No. 115.—By Delegate Tito Pacelli of Excavators Protective Union No. 10,630:

WHEREAS, In view of the fact that there are many thousands of laborers throughout the state of New York, the City of New York, and the vicinity, who are of the Italian nationality and who have been trying to organize for the purpose of getting better conditions; and

WHEREAS, Several locals of these Italian laborers have been formed and there are still thousands that can and ought to be organized; and

WHEREAS, The last election held on Tuesday, Nov. 3rd, 1903, the people of the State of New York voted in favor of the one thousand ton barge canal, which means that the State of New York will expend over one hundred million dollars and this work will consume many years and will require thousands of these laborers known as rockmen and excavators; therefore be it

RESOLVED, That the American Federation of Labor make special effort to aid the organizations already formed, and also endeavor to organize those who are still unorganized.

#### Committee on Organization.

Resolution No. 116.—By Delegate Driscoll of Boston Central Labor Union:

WHEREAS, Steamfitting is a recognized trade separate and distinct from another trade; and

WHEREAS, Article 2, Section 2, of the American Federation of Labor Constitution to wit, "The establishment of national and international trade unions based upon a strict recognition of the autonomy of each trade and the promotion and advancement of such bodies" guarantees self-government to each trade; therefore be it

RESOLVED, That the American Federation of Labor in convention assembled in Boston, Mass., November, 1903, grants a charter to the National Association of Steam and Hot Water Fitters and Helpers

of America in accordance with Article 2, Section 2, of the American Federation of Labor Constitution.

Committee on Grievances.

Resolution No. 117.—By Delegate John Mulholland of the International Association of Allied Metal Mechanics, Boston, Mass., November 12, 1903:

WHEREAS, In September, 1901, just prior to the convention of the Brotherhood of Blacksmiths in Buffalo, N. Y., Mr. R. B. Kerr, general secretary-treasurer of the Brotherhood of Blacksmiths, communicated to me that they were desirous of securing jurisdiction over the Drop Forgers and Hammermen who at that time came under the jurisdiction of the International Association of Allied Metal Mechanics. He said at that time that the question of admitting the blacksmiths' helpers would be discussed at their coming convention, but that there was considerable opposition to admitting them to membership, and wanted to know if the Allied Metal Mechanics would be willing to take in the blacksmiths' helpers if a satisfactory agreement, or arrangement could be made, whereby we would relinquish jurisdiction over the drop forgers and hammermen, and turn them over to the Brotherhood of Blacksmiths; in the event of this being done by us they would make no claim to mechanics known as blacksmiths' helpers. I told him that if he would place this proposition in writing in the proper way, I would place it before our Executive Board, and later to a referendum vote of our entire organization.

After the adjournment of the convention of the Brotherhood of Blacksmiths in Buffalo, we were notified that the entire matter of taking in the blacksmiths' helpers into their organization had been left entirely in the hands of the incoming Executive Board, with full power to act. We immediately took the matter up with the American Federation of Labor to ascertain that if this agreement was entered into between the Brotherhood of Blacksmiths and Allied Metal Mechanics would it be satisfactory to the American Federation of Labor. We were notified by the American Federation of Labor that such an agreement would be satisfactory to the American Federation of Labor, and that they would assist in bringing it about, as the following telegram dated Washington, D. C., October 9, 1901, will show:

"John Mulholland:

"If agreement is made between your organization and Brotherhood of Blacksmiths, I will aid in effort to have helpers join your association.

"(Signed) SAMUEL GOMPERS."

The proposition of the Brotherhood of Blacksmiths whereby we were to relinquish jurisdiction over the drop forgers and hammermen and turn same over to their organization, they in their turn would make no claim to jurisdiction over blacksmiths' helpers and do all in their power to have them affiliate with the Allied Metal Mechanics was accepted by our Executive Board and later ratified by a referendum vote of our entire organization and our part of the agreement was carried out. We were notified by the Brotherhood of Blacksmiths that this agreement was satisfactory to them, and in proof of this we

would refer you to an article in the November issue of their official journal under the title of "Fair Exchange is no Robbery," copies of which were distributed at the American Federation of Labor Convention at Scranton.

After the agreement had been in practical working order for some time, the blacksmiths requested that it be placed in writing and requested that we submit the agreement for their signature. We complied with their request and submitted the original agreement. After some delay we received from them an amended agreement which we agreed to with the exception of the last clause, which read:

"That this agreement shall become operative from the first day of January, 1902, and can only be abrogated upon 60 days' notice upon either side."

This clause we did not consider as fair to our organization, to the blacksmiths, or to the helpers, because of the fact that it would be impossible to organize men who would know only for 60 days under whose jurisdiction they would be. We submitted a substitute to the last clause, which read:

"That should the interest of the two international organizations require a readjustment of jurisdiction at any time the International Executive Boards of the two organizations shall meet for that purpose."

Notwithstanding that our substitute was as fair as could possibly be submitted, Mr. Slocum abruptly broke off all negotiations and gave as his reason that we had refused to sign his agreement (which was not true).

We desire to say that it is our opinion that the president of the Blacksmiths, Mr. Slocum, was desirous of breaking the existing agreement between our organizations as almost immediately he issued a circular letter to his local organizations requesting that they take a referendum vote on the proposition of admitting into membership in the Brotherhood of Blacksmiths mechanics known as blacksmiths' helpers, and this was done without consulting with, or obtaining the consent of, the American Federation of Labor, or the consent of the International Association of Allied Metal Mechanics.

We claim that this action on the part of the blacksmiths was unjustifiable inasmuch as no organization has a right to take a referendum vote on whether or not they will absorb another organization, or any part thereof. We are safe in saying that this action on the part of the blacksmiths is unheard of in the labor movement, and if allowed to stand will establish a dangerous precedent. It will not only cause conflicts between international organizations, but will prevent the American Federation of Labor from carrying out the objects for which it was formed. Realizing the seriousness of this question, we immediately appealed to the American Federation of Labor for protection. The matter was dealt with in the report of the Executive Council of the American Federation of Labor to the New Orleans convention. Representatives of the two organizations met in that city, the blacksmiths contending that no agreement existed because we had failed to sign their agreement. The representative of the Allied Metal Mechanics contended that an agreement was made and we were working in accordance therewith prior to

the question ever being raised as to the advisability of a signed agreement. Owing to the fact that the question was raised whether or not an agreement had been entered into between our organizations, it was decided to meet at some central point within 60 days after the adjournment of the convention of the American Federation of Labor, at which meeting a representative of the American Federation of Labor was to be present (preferably President Gompers) to decide whether or not such an agreement existed. President Gompers was unable to serve owing to the pending death of his son and suggested the names of two other men, either one of which was acceptable to us. President O'Connell, of the International Association of Machinists was finally decided upon. The presidents of the Allied Metal Mechanics and the Blacksmiths went before Mr. O'Connell and presented their respective cases, we on our side producing documentary evidence to show that an agreement did exist. Mr. O'Connell in rendering his decision states that there was unquestionably an understanding between the two organizations, but that no agreement was signed.

Mr. O'Connell was not to decide a question of jurisdiction, as he did not allude once in his decision to the drop forgers and hammermen, which we relinquished jurisdiction over in conformity with the agreement. If Mr. O'Connell's decision is to stand we are to lose jurisdiction over the drop forgers and hammermen, which we always had, and also the blacksmiths' helpers.

If this is arbitration, then we have this to say, that this kind of arbitration is objectionable to our organization.

We claim that Mr. O'Connell was to decide the question as to whether or not an agreement was entered into between the Brotherhood of Blacksmiths and the Allied Metal Mechanics and not to decide a question of jurisdiction; and inasmuch as Mr. O'Connell's decision takes from our organization jurisdiction that we had previous to the agreement, with all due respect to Mr. O'Connell, we must ask that his decision be set aside.

There cannot be the slightest doubt but that an agreement was entered into between the Blacksmiths and Allied Metal Mechanics relative to the blacksmiths' helpers, drop forgers and hammermen, and all we ask is that this Convention instruct the Brotherhood of Blacksmiths to live up to their part of the agreement; but if they do not care to do this, as a matter of right and fairness to us, the drop forgers and hammermen must be returned to our organization; then we will be where we began. Then when the blacksmiths turn over to us the drop forgers and hammermen, we will agree to turn over to the American Federation of Labor all blacksmiths' helpers now in our organization.

The proper solution in our opinion to the question, then, would be for the blacksmiths' helpers to take a referendum vote on the following questions:

First: Whether or not they desire to remain with and affiliate direct with the American Federation of Labor.

Second: Whether or not they desire to

re-affiliate with the Allied Metal Mechanics.

Third: Whether or not they want to affiliate with the Brotherhood of Blacksmiths.

Fourth: Whether or not they want to establish a national or international organization of their own, composed of blacksmith helpers.

We claim that this is the only fair solution to this question. Any other method of procedure would be "Taxation without Representation."

We believe that the helper should have a say in his own destiny, and if this question is settled along the lines above suggested when a settlement is reached, it will be lasting, binding and effectual.

It must be borne in mind that the Brotherhood of Blacksmiths acted contrary to trade union law when they took a referendum vote of their organization on whether or not they would admit into membership the helpers, as they were at the time the vote was taken, according to agreement members of another organization affiliated with the American Federation of Labor.

The action of the Council of the American Federation of Labor on this case is as follows:

"Moved, that in the dispute between the Allied Metal Mechanics and the International Brotherhood of Blacksmiths that it is the sense of the Executive Council that it is not within its province to review a decision rendered by an arbitrator when the arbitration has been agreed upon by both parties thereto; but, that the Executive Council has the right, when they believe that the evidence submitted to them warrants the conclusion that an injustice may have been done either party to recommend to the next convention of the American Federation of Labor that the case be reopened, and that in this case we do so recommend."

Therefore, be it **RESOLVED**, By the American Federation of Labor in convention assembled, that the International Brotherhood of Blacksmiths be and is hereby instructed to act in accordance with the agreement made with the International Association of Metal Mechanics relative to the mechanics above-mentioned without further delay.

#### Committee on Grievances.

Resolution No. 118.—By I. T. U. Delegates of New York:

WHEREAS, The Typefounders' Trades District Union of the International Typographical Union met the employing typefounders of the United States in New York City on May 21, 1903, for the purpose of discussing contemplated changes in the scale of wages and hours of labor, and the employers at this conference insisted that the delegates from the Typefounders' Unions withdraw the union shop clause before they would consider any other question; and,

WHEREAS, The delegates from the Typefounders' Unions, in a desire for harmonious relations, then withdrew the union shop clause and presented in lieu thereof a proposition that the percentage of non-union men then employed be not increased, which was also refused; and,

WHEREAS, The employers then presented the typefounders' delegates with copies of individual contract that contained a paragraph, reading as follows:

"The employee agrees not to join in or encourage any strike, nor absent himself during a strike, should his presence be required by the employer," and from May 25th up to the present time they have made efforts to induce our members to sign said individual contracts, some of them even informing their employees that unless they signed said individual contract they would be discharged and would be prevented from finding employment elsewhere, unless they first signed such contracts; and,

WHEREAS, It was thereby made plain to the members of the Typefounders' Unions of the International Typographical Union that unless some steps were taken to prevent any further intimidation or coercion on the part of the employers, our organization would eventually be disrupted; and,

WHEREAS, The Typefounders' Unions again presented the employing typefounders in several cities with a new scale of wages, hours and conditions, with the request that same be put into effect on Monday, Sept. 28, 1903, and the refusal of the employers to concede us our rights on that date resulted in a walkout in those typefoundries where scales had been presented, and within two weeks after the men and women in some of the typefoundries had gone on strike the employers locked out our members in nearly all the foundries in the United States; and,

WHEREAS, Such an antagonistic attitude as was displayed by the employers portends the destruction of our organization unless determined resistance is offered; and,

WHEREAS, Ninety-three per cent. of the skilled workmen in the typefounding trades are members of our union, it has been an easy matter for us to make the strike effective; therefore, be it

RESOLVED, That the American Federation of Labor in Convention assembled endorses the strike of the Typefounders' Trades District Union of the International Typographical Union, and commends the action of those men and women who are not members of the union in joining in the strike when the lockout occurred; and, be it further

RESOLVED, That the American Federation of Labor assures the striking typefounders of its moral support, even to the extent, should it become necessary, of giving the matter the widest publicity.

#### Committee on Resolutions.

Resolution No. 119.—By Delegate Jno. B. McDonough of the International Association of Tube Workers:

WHEREAS, The International Association of Tube Workers desires to publicly extend their thanks and appreciation to the officers of the American Federation of Labor and its organizers for the assistance heretofore given them; and

WHEREAS, The International Association of Tube Workers fully appreciates the fact that much good will accrue to the trade-union movement by a thorough organization of their craft and that con-

siderable opposition is being met with; therefore be it

RESOLVED, That the incoming officers of the American Federation of Labor be requested to give the International Association of Tube Workers an organizer of their craft for a period of six months as soon as they deem it expedient.

#### Committee on Organization.

Resolution No. 120.—By Delegate F. H. Hatch of Portland Central Labor Union:

WHEREAS, Maine has never received any assistance from the Executive Council of the American Federation of Labor in the organizing line; and

WHEREAS, Maine with its thousands of unorganized workmen is a menace to not only the trades unions of Maine but to the neighboring states of Massachusetts and New Hampshire; therefore be it

RESOLVED, That the American Federation of Labor in convention assembled do hereby instruct the president to place an organizer in the said state for one year.

#### Committee on Organization.

Resolution No. 121.—By Delegate Julius Faller of Stone Masons No. 7,049:

We, Stone Masons' Protective No. 7,049, affiliated with the American Federation of Labor, do hereby enter protest to your honorable body against the B. & M. I. U. of America, and Bricklayers Union No. 4 of Kansas City, Mo., for the following reasons:

First. For organizing a dual organization of Stone Masons in the city of Kansas City, the charter members of said organization composed chiefly of men, who had been fined by Local No. 7,049.

Second. Stone Masons Protective No. 7,049 claim jurisdiction over all stone masonry in Kansas City and vicinity, naturally we look upon this organization as a dual organization organized for the purpose of disrupting Local No. 7,049.

Third. This dual organization fostered by the B. and M. I. U. and Bricklayers' Union No. 4 of Kansas City has never yet failed to take our places in time of trouble.

#### Committee on Resolutions.

Resolution No. 122.—By Delegate John Russell of Picture Frame Workers' Union:

WHEREAS, Picture Frame Workers' Union, Local No. 10,361, respectfully petition this convention to assist it in the organization of the men engaged in their craft throughout the country. They have in Chicago an organization composed of 800 members in good standing. They have been able through that organization to better their conditions in every respect, but it is absolutely necessary that they have assistance from this body in the way of organizing the men of other cities if our wages are to be maintained or further advanced and their organization kept intact; therefore be it

RESOLVED, By the twenty-third convention of the American Federation of Labor that the incoming Executive Board be and hereby is instructed to appoint an organizer from the ranks of the Picture Frame Workers' Union whose duty it shall be to organize the men of that craft throughout the country, and that the expense for such organizing work shall be borne by the American Federation of Labor.

#### Committee on Organization.

Resolution No. 123.—By Delegate D. D. Driscoll of Boston Central Labor Union:

WHEREAS, The Woodworkers' Local Union of Boston, Mass., has placed the Derby Desk on the unfair list and endorsed by Central Labor Union of Boston and State Branch of the American Federation of Labor of Massachusetts; therefore be it

RESOLVED, That the American Federation of Labor place the Derby Desk on the unfair-or-we-don't-patronize list.

Committee on Boycotts.

Resolution No. 124.—By Delegate Anton J. Engel of Upholsterers' International Union of North America:

WHEREAS, A combination known as the Department Stores and Dry Goods' Association of the City of New York has been organized for the main purpose to antagonize and resist organized labor in its effort to organize the overworked and underpaid men, women and children in their employ; and

WHEREAS, The Upholsterers' International Union through its representatives and officers have made repeated efforts to organize the upholsterers, carpet workers and drapers in the employ of the members of the department stores and dry goods association, but were met with opposition on the part of said association, who not alone refuse to allow organized labor to gain a foothold in their establishments, but also refuse to employ members of the Upholsterers' International Union at the regular hours and wages of the union; and

WHEREAS, There are 112 firms in the City of New York employing over 900 members of the Upholsterers' International Union under agreement with the union at union wages and conditions, which are far above those being paid and enjoyed by our craftsmen employed by the department stores and dry goods association, thus creating unfair competition detrimental to the interests of the members of the Upholsterers' International Union; and

WHEREAS, The firms of R. H. Macy, Siegel Cooper & Co. and H. C. F. Koch & Co. have and are taking a prominent stand against the unionizing of the departments employing upholsterers, carpet workers and drapers, as well as in every other department of their establishment; therefore be it

RESOLVED, That the American Federation of Labor in Convention assembled declare the above-named firms unfair to organized labor, and that they be placed on the we-don't-patronize list.

Committee on Boycotts.

Resolution No. 125.—By Delegates of Amalgamated Woodworkers:

WHEREAS, Under instructions of the twenty-second Convention of the American Federation of Labor, held at New Orleans, Louisiana, the question of jurisdiction over men employed in the preparation of building trim and material was referred to a joint committee consisting of five representatives of the United Brotherhood of Carpenters and Joiners and five representatives of the Amalgamated Woodworkers, with P. J. Downey of Albany, N. Y., who was elected by the representatives of the above named organizations as umpire; and

WHEREAS, The representative of the United Brotherhood of Carpenters and the Amalgamated Woodworkers voluntarily agreed to submit the entire question of jurisdiction to said arbitration tribunal; and

WHEREAS, Mr. P. J. Downey, the umpire, rendered an award practically conceding to the United Brotherhood of Carpenters jurisdiction over all outside work, and to the Amalgamated Woodworkers jurisdiction over all factory work; and

WHEREAS, The Decision of the umpire has been studiously and persistently ignored by the United Brotherhood of Carpenters, which has been pirating local unions away from the Amalgamated Woodworkers and undermining the latter organization wherever the opportunity permitted, and in at least one instance chartering a union whose charter was revoked on account of a flagrant violation of an agreement with an association of employers; therefore be it

RESOLVED, By the twenty-third Annual Convention of the American Federation of Labor, that the United Brotherhood of Carpenters and Joiners are hereby instructed that it must abide by the decision of the arbitration tribunal, which was organized under instructions of the New Orleans Convention, and that failing to do so or failure to enforce this decision before February 1st, 1904, that the Executive Council shall revoke the charter of the United Brotherhood of Carpenters and Joiners.

Committee on Grievances.

Resolution No. 126.—By Delegates Downing and Duple of Metal Polishers, Buffers, Platers and Brass Workers' International Union:

WHEREAS, As the Central Federated Union of New York City have seated in said body a suspended local of the Metal Polishers, Buffers, Platers and Brass Workers' International Union of North America; therefore be it

RESOLVED, That the Secretary of the American Federation of Labor notify said Central Federated Union to expel this local within a period of thirty days; and be it further

RESOLVED, That if said Central Federated Union does not comply with this request, the American Federation of Labor revoke the charter of the said body immediately.

Committee on Local and Federated Bodies.

Resolution No. 127.—By Delegate Joseph W. Kelley of Brockton Central Labor Union:

WHEREAS, Through the controversy between the Brockton Central Labor Union and the Bakers' Union, on the question of union label and non-union label yeast; and

WHEREAS, The Brockton Central Labor Union has unseated the delegates of the Bakers' Union for discriminating against the label of the American Federation of Labor;

RESOLVED, That the delegates in Convention assembled do instruct the General Executive Council to take action to protect any further discrimination against the label of the American Federation of Labor.

Committee on Labels.

**Resolution No. 128.**—By Delegate Thos. J. Edwards of Amalgamated Rubber Workers:

WHEREAS, There are at the present time in the United States and Canada about 75,000 unorganized rubber workers; and

WHEREAS, The financial resources of the Amalgamated Rubber Workers' Union are not sufficient to carry on the work of organizing those unorganized workers as it would like to, and which should be done as soon as possible;

**RESOLVED**, That the American Federation of Labor especially instruct all of its organizers to use special efforts to assist in organizing the rubber workers wherever they may come in contact with them; and

**RESOLVED**, That the American Federation of Labor appropriate a sum of money and donate the same to the Amalgamated Rubber Workers' Union of America, in order to assist them to carry on this work successfully.

#### Committee on Organization.

**Resolution No. 129.**—By Delegate Frank Poplowsky of Ohio State Federation:

**RESOLVED**, That inasmuch as wages have been increased almost universally in all branches of labor and organization has reached a greater degree of perfection during the past year, and as these conditions have been brought about in a great measure by the efficient and energetic work of the general officers of the American Federation of Labor; therefore be it

**RESOLVED**, That the salaries of the general organizers of the American Federation of Labor be increased to \$5 per diem and all necessary and legal expenses such as railroad fares, hotel bills, etc.

#### Committee on Law.

**Resolution No. 130.**—By Delegate E. J. Roche of Central Labor Union, Washington, D. C.:

**RESOLVED**, That this Convention condemn the manufacture of United States mail bags by convict labor in Trenton prison, as it is against the interests of free American labor.

**RESOLVED**, That a copy of this resolution be forwarded to the postmaster-general of the United States.

#### Committee on Resolutions.

**Resolution No. 131.**—By Delegate E. J. Roche of Central Labor Union, Washington, D. C.:

**RESOLVED**, That the Executive Council of the American Federation of Labor be and is hereby ordered to assist the commissioner-general of immigration of the United States in the passage by congress of an education clause in the immigration law.

#### Committee on Education.

**Resolution No. 132.**—By Delegate Earnox Kref of Central Labor Union, Philadelphia:

WHEREAS, There is a growing tendency to use the political power of states and nation, embraced in their executive and judiciary arms, for the suppression of labor's struggle to attain its legitimate demands; and

WHEREAS, Recent court decisions hold-

ing individual members of unincorporated labor unions liable in damages for losses caused employers by strikes and boycotts certainly have a tendency to render ineffective these weapons of economic warfare; and

WHEREAS, Recent outrages perpetrated by militia officers in Colorado against striking workmen, and encouraged by the governor of that state, prove that even constitutional enactments will not prevent the executive power of the state from being arrayed against labor when capitalistic interests are at stake; therefore be it

**RESOLVED**, That we advise the membership of the American Federation of Labor to support at the ballot box only such candidates for public office who really and truly represent the interests of the wage-earners and who stand upon a platform demanding for the worker the full product of his toil.

#### Committee on Resolutions.

**Resolution No. 133.**—By Delegate Emil Schaerer:

WHEREAS, The Bakery and Confectionery Workers' International Union of America has, at their last convention held in April, 1903, adopted a label for candy makers as herein shown; and

WHEREAS, Said label has as yet not been endorsed by the American Federation of Labor; therefore be it

**RESOLVED**, That the twenty-third convention of the American Federation of Labor endorses the adopted candy label of the Bakery and Confectionery Workers' International Union of America; be it further

**RESOLVED**, That the organizers of the American Federation of Labor be instructed to assist in organizing this poorly organized craft, and also agitate the use of this said union label.

#### Committee on Labels.

**Resolution No. 134.**—By Delegate Emil Schaerer:

WHEREAS, The boycott against the McKinley Bread Company of St. Louis, Mo., has been endorsed first at the Louisville convention, again at the Scranton convention and New Orleans convention of the American Federation of Labor; and

WHEREAS, The McKinley Baking Company has not as yet seen fit to come to a settlement satisfactory to the members of our international union; therefore be it

**RESOLVED**, That the twenty-third convention again endorses the boycott and instructs the incoming president to send a circular letter to all affiliated unions in the states of Missouri, Illinois, Tennessee and Kentucky, requesting that the product of this unfair concern be not patronized.

#### Committee on Boycotts.

**Resolution No. 135.**—By Delegate Emil Schaerer:

WHEREAS, The boycott placed against the product manufactured by the Cracker Trust, also known as the National Biscuit Co., its head office being in Chicago, Ill., and having branches in a number of cities throughout the country; and

WHEREAS, It is the custom of this concern to hire, wherever and whenever possible, non-union and child labor, trying to

disrupt our organization by discriminating against the members thereof; therefore be it

RESOLVED, That the twenty-third convention reindorses the boycott on this concern and through the incoming president requests all its affiliated organizations to instruct their members not to buy any goods nor patronize any place in which the product bearing the stamp of The National Biscuit Company is in any way, shape or manner handled; and be it further

RESOLVED, That this notification shall be sent to all labor organizations not later than Dec. 15th, 1903.

#### Committee on Boycotts.

Resolution No. 136.—By Delegate Emil Schaerer:

WHEREAS, It is demanded by the present situation and the experience of the past, and furthermore caused by the fights forced upon us by the various Boss Baker Associations, especially by The National Biscuit Company (known as the Cracker Trust) and the New York Bakers' Pool; and

WHEREAS, The fact is demonstrated again by the local Union No. 274, Pie Bakers of San Francisco, Cal., and the Pie Salesmen Local No. 106, also of San Francisco, Cal., further by the Pie Bakers' local Union No. 112 and the Pie Salesmen's Union No. 113 of New York City, that by a thorough organization of both branches under the jurisdiction of the Bakery and Confectionery Workers' International Union of America benefits can be achieved that we will otherwise have to forego; and

WHEREAS, The common interests between the salesmen of bakery goods and the bakery workers affiliated with our international union is a decided one, and the salesmen much more related to our organization than to any other international or national organization affiliated with the American Federation of Labor; and

WHEREAS, We are confident that we will be fully able to cope with the conditions that may arise by having the salesmen of bakery goods under the jurisdiction of the Bakery and Confectionery Workers' International Union; and

WHEREAS, The threatening danger of the United Employers is not at all a dissolving view but a reality of which we become more convinced day by day; therefore be it

RESOLVED, By the American Federation of Labor in convention assembled, according to Act 4, Section 1, of the Constitution of the Bakery and Confectionery Workers' International Union of America that a charter be granted to this organization concerning jurisdiction over the salesmen of bakery goods.

#### Committee on Organization.

Resolution No. 137.—By Delegate Emil Schaerer of Bakers' and Confectioners' International Union of America:

WHEREAS, The reports of the President and Executive Council indicate that the labor bills presented to Congress have been met with the contempt of the political parties in power, for the reason that such parties are based upon the principle of private ownership of the land, which of right belongs to all the people, and the capital which was produced by the working class of this and past generations; therefore be it

RESOLVED, By the American Federation of Labor that we declare in favor of collective ownership of land and capital and the operation of the same for the benefit of the whole people instead of a privileged few.

#### Committee on Grievances.

Resolution No. 138.—By Delegate Owen Miller of American Federation of Musicians:

WHEREAS, It is a fact that owing to the phenomenal growth of the American Federation of Labor the present office quarters are inadequate; and

WHEREAS, The American Federation of Labor should own an office building in the Capitol of the nation commensurate with the great body it represents; therefore be it

RESOLVED, That the incoming Executive Council be instructed to investigate as to the cost of a suitable building, or of a lot with cost of building thereon, and report to the next convention.

#### Committee on Resolutions.

Resolution No. 139.—By Delegates Joseph N. Weber, D. A. Carey and Owen Miller of American Federation of Musicians:

WHEREAS, The musicians are the only members of the community that suffer from the direct competition of enlisted men in the service of the army and navy of the United States; and

WHEREAS, It lies within the prerogatives of the President of the United States as commander-in-chief of the army and navy to stop this unjust system of competition; therefore be it

RESOLVED, That the twenty-third annual Convention of the American Federation of Labor respectfully requests the President of the United States to issue the necessary orders to discontinue this unfair competition.

#### Committee on Resolutions.

Resolution No. 140.—By Delegates Joseph N. Weber, D. A. Carey, Owen Miller of American Federation of Musicians:

WHEREAS, In February, 1903, Local No. 174, American Federation of Musicians of New Orleans, La., was locked out by the committee of arrangements by the New Orleans Carnival because said Local No. 174 refused to accept the wages offered for their services on this occasion, on the ground that Local No. 174, American Federation of Musicians, considered the amount of wages offered inadequate; and

WHEREAS, Said committee of arrangements in their endeavors to supply musical labor necessary for this function applied to the commander of the French man-of-war Tago, laying in the harbor of New Orleans at the time to detail the band of the Tago composed of enlisted men in the service of the French government; and

WHEREAS, The commander of this French man-of-war complied with the request, and landed the band of the Tago to take the place of the locked-out musicians of New Orleans, thus interfering in a dispute between citizens of the United States



and committing a breach of international comity; therefore be it

**RESOLVED**, That the twenty-third Convention of the American Federation of Labor denounce this act of the commander of a foreign man-of-war landing troops upon American soil to interfere in a controversy between citizens of the United States as to a question of wages, and the legislative committee of the American Federation of Labor is hereby instructed to endeavor to have a resolution introduced in the House of Representatives calling for an investigation of the allegations made in this resolution, and if found true, demanding proper satisfaction from the French government for the unwarranted act of one of its agents in interfering in the trades disputes of citizens of the United States.

#### Committee on Resolutions.

**Resolution No. 141.**—By Delegate Orion L. Murrell of Hospital Employees' Association, No. 10,725:

We would petition your aid and co-operation in the enactment of a law of the State of New York relating to the provision of the Civil Service law of 1900, Page 726, Regulation No. 10, setting aside the qualification of residence and citizenship, which reads:

"Residence and citizenship shall not apply to the following positions on account of low compensation: Attendants, nurses and orderlies in state hospitals and similar institutions."

If it is not now unlawful and unconstitutional to employ aliens and non-residents in state institutions, the moral and pecuniary interests of the state, its wards, taxpayers and employees warrant the enactment into law of a rule that none but citizens be employed in such institutions. With such a law it would be necessary to provide a schedule of wages which would induce competent persons to remain in the employ of the state and make it possible to secure persons of intelligence and moral worth who are citizens of the state and country to fill all vacancies that may occur in state institutions.

#### Committee on Resolutions.

**Resolution No. 142.**—By J. F. Holland of New York Central Federated Union:

**WHEREAS**, The policy of Molders' Unions in New York city and vicinity is to render no assistance to other trades connected with American Federation of Labor; and

**WHEREAS**, Molders through this attitude towards other trades, and by their continuing to handle scab products, as well as by their open friendship for non-union men and scabs are not in accord with the labor movement; and

**WHEREAS**, The Central Federated Union was in duty bound to expel them for above reasons; therefore be it

**RESOLVED**, That we most earnestly request that the American Federation of Labor Convention will take some action on the question of Iron Molders' Union of North America adopting rules of a fraternal nature or severing their connection with the labor movement in this country.

#### Committee on Resolutions.

**Resolution No. 143.**—By Delegate J. P. Holland of Central Federated Union, New York:

**WHEREAS**, In the matter of the Boiler Makers and Iron Ship Builders and Helpers who claim jurisdiction over the Drillers and Tappers, inasmuch as the claim is made that they infringe upon the Boiler Makers and Iron Ship Builders' Helpers; therefore be it

**RESOLVED**, That the Central Federated Union endorse the claim of the Boiler Makers and Iron Ship Builders' Helpers.

#### Committee on Grievances.

**Resolution No. 144.**—By Delegate James P. Holland, of Central Federated Union, New York:

**WHEREAS**, The Paper Box Makers' Union members of New York city have been locked out by the combination of box manufacturers; and

**WHEREAS**, Said Paper Box Makers are engaged in a life and death struggle; be it

**RESOLVED**, That the twenty-third Convention of the American Federation of Labor, in Convention assembled hereby pledges its support to the Paper Box Makers' Union; and be it further

**RESOLVED**, That all organizations be requested not to handle any paper boxes unless same bear the label of the American Federation of Labor.

#### Committee on Labels.

**Resolution No. 145.**—By Delegate John E. Donnelly of Federal Union No. 9105:

**WHEREAS**, The Brockton Labor Protective Union, No. 9105, is a duly authorized labor organization of the American Federation of Labor; and

**WHEREAS**, The practice of the Street Railway Union in taking into their organization laborers who are employed by the railway company or other employers; and

**WHEREAS**, We contend that all laborers whether employed by the railway company or other employers should apply for membership in the Laborers' Union;

**RESOLVED**, By the American Federation of Labor that no other organization shall receive the applications of laborers whether employed by street railway companies or other employers.

#### Committee on Grievances.

**Resolution No. 146.**—By Delegates John M. Neil, Edward Fox, G. V. P., David A. Malloy and T. H. Flynn, of Brotherhood of Boiler Makers and Iron Shipbuilders; John M. Stephens and Chas. E. Langlands, of Wood, Wire and Metal Lathers' International Union; Harry C. Kurten, C. D. Wheeler and T. J. Downey, of Amalgamated Sheet Metal Workers' International Union; Nicholas Dutle and J. B. Downing, of Metal Polishers, Buffers, Platers and Brass Workers' International Union; John Mulholland, J. E. Devlin and Ed Utting, of International Association of Allied Metal Mechanics; Frank Buchanan, D. Jennings, Chas. W. Winslow and T. McGovern, of International Association of Bridge and Structural Iron Workers.

**WHEREAS**, In pursuance to instructions given at the late Convention of the American Federation of Labor, held at New Orleans, that metal trades having jurisdic-

tion disputes should meet in conference for the purpose of amicably adjusting the same, representatives of the following trades met for that purpose in the city of Pittsburgh, Pa., on January 5th, 1903.

The following unions were represented by national officers and answered roll call:

Brotherhood of Boiler Makers and Iron Shipbuilders.

Wood, Wire and Metal Lathers' International Union.

Amalgamated Sheet Metal Workers' International Alliance.

Metal Polishers, Buffers, Platers, Brass Workers' International Union.

International Association of Allied Metal Mechanics.

United Metal Workers' International Union.

International Association of Bridge and Structural Iron Workers; and

WHEREAS, An effort was made to define the line of demarcation of the several trades represented, which was agreed upon by all trades, with the exception of the United Metal Workers' International Union, whose delegates left and refused to take any further part in the conference, it was demonstrated from evidence introduced that the United Metal Workers' International Union was infringing on the jurisdiction of all organization represented; and

WHEREAS, This matter has been brought to the attention of the Executive Council of the American Federation of Labor at several meetings; and

WHEREAS, While the Executive Council had the matter under consideration the United Metal Workers' International Union have continued to infringe upon the jurisdiction of the organizations herein named to a greater extent than before; therefore be it

RESOLVED, That for the welfare and well-being of the Metal Trades, we, the representatives of the undersigned organizations, demand of the American Federation of Labor in convention assembled the revocation of the charter of the United Metal Workers' International Union.

#### Committee on Grievances.

Resolution No. 147.—By Delegates Philip Kelly and Lee M. Hart of International Alliance Theatrical Stage Employees:

WHEREAS, The past year's history of the trade union movement has shown that great danger threatens its foundation and fundamental laws of organization through the heartless and selfish motives of aggrandizement by many of our large national and international unions courteously taking unto themselves the work and rights of trade long established; and

WHEREAS, This continued trespassing upon the trade rights and jurisdiction belonging to these many crafts have been honestly granted to them by right of labor, and the consent, by jurisdiction granted to them as strict trades men by this great American Federation of Labor; and

WHEREAS, It is well known and self-evident to all that this crime against strict trade autonomy (honesty) has not alone tended to disrupt our unions, but is bringing such discredit upon our entire movement that the condition has changed whereby our fellow-workmen have become more feared than the aggressive employer; therefore be it

RESOLVED, That this, the twenty-third annual Convention of the American Federation of Labor reaffirms its doctrine of strict trade autonomy and hereby gives notice to all its affiliated crafts that they must strictly confine themselves to the actual jurisdiction that their charters call for under penalty of having said charter revoked.

#### Committee on Resolutions.

Resolution No. 148.—By Delegate D. D. Driscoll of Boston Central Labor Union:

WHEREAS, The Journeymen Horse Shoers of New York were locked out by the master horse shoers so as to force the Journeymen Horse Shoers' label out; therefore be it

RESOLVED, That the Executive Council of the American Federation of Labor request the Brewery Workers International Union to withdraw their label from the breweries in New York who are having their horses shod in non-union shops.

RESOLVED, That the Executive Council request the master brewers to have their horses shod in shops where the journeymen Horse Shoers' label is used.

#### Committee on Labels.

Resolution No. 149.—By Delegate Ed. Utting of Allied Metal Mechanics:

WHEREAS, The constitution of the American Federation of Labor guarantees strict trade's autonomy to organizations affiliated with said American Federation of Labor; and

WHEREAS, A large number of unions have been granted charters by the American Federation of Labor which should properly come under the jurisdiction of affiliated international unions; therefore be it

RESOLVED, That the Executive Board of the American Federation of Labor be instructed by this Convention to transfer Federal Labor Unions to affiliated international unions having jurisdiction of craft.

#### Committee on Organization.

Resolution No. 150.—By Delegate John Mulholland of International Association of Allied Metal Mechanics:

WHEREAS, We desire to enter a most emphatic protest against the United Metal Workers' International Union, because they have infringed upon the jurisdiction and chartered rights of the International Association of Allied Metal Mechanics.

The conception of this organization was along lines that were bound to sooner or later bring the organization into direct conflict with the national and international unions in the metal trade.

Circular letters were sent to local organizations affiliated at that time with a bona fide international organization affiliated with the American Federation of Labor, requesting the locals to send delegates to a convention that was to be held in Indianapolis in August, 1900. We protested to the American Federation of Labor against issuing a charter to the proposed union on the grounds that we were convinced that if a charter was granted giving them the scope of organization they were claiming, they would not only be infringing on the jurisdiction of our organization, but that of all others in the metal trade industry.

At the Denver meeting of the Executive Council of the American Federation of Labor, the council instructed President John Mitchell of the miners to attend the convention of the then proposed organization of the United Metal Workers for the purpose of protecting the jurisdiction of the national and international unions then formed and affiliated with the American Federation of Labor.

The President of the Allied Metal Mechanics was also requested to attend that meeting, which request was complied with, and Mr. Mitchell and Mulholland appeared before the Convention and explained to the delegates the jurisdiction of the different national and international unions working on metal.

Our organization left a copy of our constitution with the Convention, and particularly called their attention to our jurisdiction. Later we were notified that they had formed an organization and adopted a constitution, and desired that we withdraw our opposition to their getting a charter. We demanded that they enumerate the trades or crafts they desired jurisdiction over when making application to the American Federation of Labor for a charter. This was done, and upon them giving us the assurance that they would not infringe upon the jurisdiction of our organization, or that of any other national or international union, then affiliated with the American Federation of Labor, we withdraw our protest to their receiving a charter, and a conditional charter was issued to the United Metal Workers' International Union by the American Federation of Labor.

We have evidence and sworn affidavits which prove beyond the question of a doubt that the United Metal Workers have infringed upon the jurisdiction of our organization. They have also signed an agreement with the Machinists' International Association, covering men in machine shops that they knew came under the jurisdiction of the Allied Metal Mechanics, and this agreement was made in direct violation of their conditional charter rights and is contrary to their own constitution.

We are convinced that there can be no peace in the metal trades so long as the United Metal Workers are permitted to ignore the rights of sister organizations; therefore be it

**RESOLVED**, By the American Federation of Labor in Convention assembled, that for the good and welfare of the metal trades affiliated with the American Federation of Labor the conditional charter of the United Metal Workers' International Union is hereby revoked.

Committee on Grievances.

**Resolution No. 151.**—By Delegate J. B. Lennon, Tailors:

**RESOLVED**, That the secretary of the American Federation of Labor shall, upon receipt of credentials of delegates-elect to the convention of the American Federation of Labor, forward to each delegate-elect a circular letter requesting them to immediately forward in duplicate to the secretary resolutions, proposed amendments, grievances, etc., which they desire to have considered by the convention; and

**RESOLVED**, That all documents received shall be referred to the proper committees by the president of the American Federation of Labor, and shall be delivered to the respective committees when appointed.

Committee on Laws.

**Resolution No. 152.**—By Delegate Cornelius Ford, Hudson County Central Labor Union:

**WHEREAS**, The Window Shade Makers and Window Shade Painters of New York and vicinity have organized as Locals 10,536 and 10,537;

**RESOLVED**, That it be the sense of the convention that the president of the American Federation of Labor, in his instructions to organizers, shall request them to organize Window Shade Makers and Window Shade Painters in the following cities: Philadelphia, Boston, Detroit, Chicago, Oswego and Toronto, Canada.

Committee on Organization.

**Resolution No. 153.**—By Delegate L. J. Curran, Interior Freight Handlers and Warehousemen's International Union:

**WHEREAS**, The United Brotherhood of Railroad Employes, and the Railroad Freight and Baggage Handlers, chartered by the American Labor Union is making strenuous efforts to invade Eastern territory, and is now in a determined attempt to capture railroad employes in New York and Boston; and

**WHEREAS**, The Interior Freight Handlers and Warehousemen's International Union is menaced by this act of two hostile organizations; and

**WHEREAS**, Said Interior Freight Handlers and Warehousemen's International Union, a young organization, is already pressed by many demands; therefore be it

**RESOLVED**, That the American Federation of Labor grant immediate assistance to the Interior Freight Handlers and Warehousemen's International Union by placing an organizer of the American Federation of Labor at the disposal of the Interior Freight Handlers and Warehousemen's International Union in New York City.

Committee on Organization.

**Resolution No. 154.**—By Delegate M. E. Neary, Minnesota State Branch:

**WHEREAS**, The labor movement in a great many States is now receiving aid from the American Federation of Labor in organizing the wage-earners; and

**WHEREAS**, The State of Minnesota has received very little aid from the American Federation of Labor in the way of organizing; and

**WHEREAS**, The expense of organizing in the State of Minnesota has been borne entirely by the members of organized labor within the State; and

**WHEREAS**, Everything possible should be done to prove to organized labor of the Northwest that their interests lay in their continued affiliation with the American Federation of Labor; therefore be it

**RESOLVED**, That the incoming president be instructed to place regular organizers in the State of Minnesota, North and South Dakota.

Committee on Organization.

Resolution No. 155.—By Delegates Wm. E. Miles, W. H. Clay, Theodore Payne, Laborers' Protective Union 9290, Sheffield, Ala.; Central Labor Union, Durham, N. C.; Street Pavers 10,518:

WHEREAS, The colored men of the South have invaded the ranks of skilled labor, and that it is only through organized labor reduction of wages can be prevented; and

WHEREAS, The colored man is more adapted to the work of organizing his own people; therefore be it

RESOLVED, That the American Federation of Labor place two organizers in the field to organize the unorganized and to affiliate those who are already organized, at the expense of the American Federation of Labor, and said organizers be under the direct control of the president of the American Federation of Labor.

#### Committee on Organization.

Resolution No. 156.—By the delegation of the International Association of Machinists:

WHEREAS, Several different labor unions in Rutland, Vt., and vicinity, affiliated with the American Federation of Labor, have petitioned this Convention assembled to extend a helping hand in the way of advertising more thoroughly the strike of the machinists, iron molders, Brotherhood of Carpenters and Joiners, and the Federal Labor Union against the F. R. Patch Manufacturing Company and the Lincoln Iron Works, builders of marble, stone work, and machinery, which firms have already been placed upon the "We-Don't-Patronize" list by the Executive Council; and

WHEREAS, This strike has been on for eighteen months, the combined efforts of the firms located at Rutland, Vt., with the assistance of the National Metal Trades Association having been unable to break the ranks of the strikers, and in order to force the men to return to work and declare the strike off, injunctions and damage suits were begun in the courts; and

WHEREAS, The local union of the International Association of Machinists was sued for \$25,000, and after the case had run in the lower court for two weeks a decision was rendered by that court awarding the F. R. Patch Manufacturing company \$2500 damages and costs; and

WHEREAS, The case has been appealed by the International Association of Machinists to the Supreme Court of the state of Vermont, and will come up for trial at an early date; and

WHEREAS, The Lincoln Iron Works is also manufacturing and dealing in plumbers' supplies, supposed to be union made, and it is reported that the Plumbers' national organization can not stop the members of its local from handling the supplies, the profits from these supplies, it is reported, being very large, and very materially aid the firm in carrying on this long struggle against the just demands of organized labor in Rutland, Vt.; therefore, be it

RESOLVED, That the American Federation of Labor in Convention assembled, reaffirms its position in declaring these two firms unfair, and requests all affiliated unions to render every assistance possible to the local unions at Rutland, Vt., to the

end that an amicable adjustment of this long struggle may be brought to an early and satisfactory conclusion.

#### Committee on Boycotts.

Resolution No. 157.—By Delegate C. J. McLaughlin, New Hampshire Federation of Labor:

WHEREAS, The labor movement in several States has been, and is now, receiving aid from the American Federation of Labor, in organizing the various crafts of their States; and

WHEREAS, New Hampshire, with its large number of tollers, is now but very poorly organized; and

WHEREAS, The State Federation of Labor and Central Labor Unions and volunteer organizers have done all in their power, owing to limited finances many of the organizers doing a large part of their work at their own expense to bring about a more perfect organization in the State; and

WHEREAS, They have not, to the best of our knowledge, and are not now receiving any material assistance from the American Federation of Labor in the way of organizing; therefore be it

RESOLVED, That we recommend to the incoming president and Executive Council of the American Federation of Labor that they place an organizer in the State of New Hampshire for one year.

#### Committee on Organization.

Resolution No. 158.—By Delegate F. H. Hatch of Portland Central Labor Union:

WHEREAS, The American Federation of Labor stands pledged to industrial peace and the return to labor of the full product of its toil; and

WHEREAS, The American Federation of Labor recognizes that the interest of the capitalist class and the working class are not and cannot be identical, while the means of life are owned and controlled by a small privileged class; and

WHEREAS, The American Federation of Labor is unalterably opposed to the increasing injustices to labor and the increasing dangers which threaten the stability of this republic, viz.: Child labor and the prostitution of the home; excessive length of the work day; low wages and unemployed labor; financial panics, which always bear more heavily on the working class because of the unfair distribution of the products of labor; invasion of the legal and moral rights of the wage-earning class through injunctions by the courts, and the capitalistic use of the military; attachment upon the property of labor unions and the individual possessions and homes of the members of unions, and kindred wrongs against labor on every side; and

WHEREAS, The attempts to mitigate these evils through the introduction of labor bills into a capitalist Congress have failed and must continue to fail as long as the capitalist class continue to control Congress and the legislature; therefore

RESOLVED, That the remedy for these evils as well as the control of the courts, cannot be obtained except through the control of the legislative bodies by the working class; neither can the working class obtain their just demand for the full prod-

uct of their labor except by the same process; therefore be it

**RESOLVED**, That this Convention recommends united political action of the working class in favor of the collective ownership of all the methods of production and distribution.

#### Committee on Resolutions.

**Resolution No. 159.**—By Delegates Downing and Dule of Metal Polishers, Buffers, Platers and Brass Workers' International Union;

**WHEREAS**, We have a local union comprising the art, bronze and brass workers in the city of New York; and

**WHEREAS**, The Bridge and Structural Iron Workers' International Union have, within its local unions in said city members who are art, brass and bronze workers, who rightfully should belong to our international; therefore be it

**RESOLVED**, That this Convention instruct the Bridge and Structural Iron Workers' International Union to turn over those men working at said work to our international body.

#### Committee on Grievances.

**Resolution No. 160.**—By Delegate Bowler of the Lumber Workers' Union, No. 10,180:

**WHEREAS**, The condition of the lumber workers is deplorable in our city, and believing that great good will result if assistance is given to said craft; be it

**RESOLVED**, That this Convention send an organizer to Holyoke, Mass., to assist said union and all other unions in said city that he can.

#### Committee on Organization.

**Resolution No. 161.**—By Delegate Chas. J. Keenan, Jr.:

**WHEREAS**, Messenger Boys' Protective Union No. 11252 of Boston desire to have these resolutions adopted at the twenty-third Convention of the American Federation of Labor and sincerely hope they will take an immediate action and intercede for us and help us all they can; therefore be it

**RESOLVED**, That the American Federation of Labor at its twenty-third annual Convention shall instruct its delegates and national organizers to give their undivided attention to the organizing of the messenger boys all over the United States, so that the Messenger Boys' Protective Union of Boston can have their co-operative support in the future; and be it

**RESOLVED**, That the Messenger Boys' Protective Union No. 11252 of Boston shall have the support of the American Federation of Labor both financially and morally at this present time, as they are now out on a lockout and strike and need the said support very much; and

**RESOLVED**, That the American Federation of Labor shall condemn the Western Union Telegraph Company for their unfair action towards the messengers by locking them out because they belong to a union; and be it

**RESOLVED**, That while the Convention is in this city that the delegates when they want to use a messenger boy to ask him for his button, and if he is a union

boy and if he cannot show his button and is not a union boy, refuse to use him, and in this way you will be rendering great help to us and strengthening the little union we are longing to preserve and increase its membership to its greatest extent of membership.

#### Committee on Organization.

**Resolution No. 162.**—By Delegate John Cardiff, Drain Layers and Helpers' Local, No. 10,335, Chicago:

**WHEREAS**, Local No. 10,335 is the regularly chartered organization in the American Federation of Labor, and that, being such, is recognized by this body as having official standing, and being protected in the pursuit of calling of its members by the American Federation of Labor; and

**WHEREAS**, Some of its members have followed the business for more than 30 years, and all are licensed workmen; that it has lived up to the laws of the American Federation of Labor at all times, and now stands ready to assist this body to the full extent of its ability and power, and

**WHEREAS**, The Bricklayers' and Stonemasons' Union of the city of Chicago has claimed, and are claiming, jurisdiction over drain laying and sewer pipe work, which is, and always has been, performed by members of No. 10,335, and should their contention be upheld, would result in the disruption of our body; therefore be it

**RESOLVED**, That Drainlayers and Helpers No. 10,335 hereby enter protest against the granting of the American Federation of Labor of a charter to the bricklayers and stonemasons until such time as that body has recognized the rights of the drainlayers and helpers and accorded them full jurisdiction over their class of work, which consists in the laying of all sewer pipes and the construction of manholes and catch basins whether the work is to be performed for a municipality or private individual.

#### Committee on Grievances.

**Resolution No. 163.**—By Delegates D. U. Williams, Alabama State Federation of Labor, and H. A. Mackey, Birmingham Trades Council:

**WHEREAS**, The coal operators and unfair firms of Birmingham, Ala., under the direction of D. M. Parry, have organized themselves under the title of the "Citizens' Industrial Alliance," and have declared war upon organized labor of the State of Alabama; and

**WHEREAS**, The last session of the Alabama legislature, at the instance of this said "Citizens' Alliance," enacted into law an anti-boycott bill, which seeks to prevent labor unions from boycotting, distributing boycott literature or unfair cards or conspiring in any manner against unfair firms or from loitering before their places of business; and

**WHEREAS**, It is the opinion of the best legal talent of Alabama that the law is unconstitutional; therefore be it

**RESOLVED**, That the American Federation of Labor appropriate the sum of \$1.000 to the Alabama State Branch of the Ameri-

can Federation of Labor, for the purpose of testing the constitutionality of the said anti-boycott law in the courts.

#### Committee on Resolutions,

Resolution No. 164.—By Delegates Downing and Dutle, Metal Polishers, Buffers, Platers and Brass Workers' International Union:

WHEREAS, Our International Union, through its delegates to the twenty-second annual Convention of the American Federation of Labor, held at New Orleans, entered a protest against the Iron Molders International Union of North America to the arbitrary methods towards brass molders affiliated with our organization, and requested by the American Federation of Labor to use its good offices to prevent said organization of the Iron Molders' Union from continuing its practice of interfering with brass molders from joining our international body; and

WHEREAS, The Convention of the American Federation of Labor referred said dispute back to both international unions for settlement; and

WHEREAS, After a meeting of representatives of the two international unions no satisfactory agreement could be reached; therefore be it

RESOLVED, That we, the delegates of the Metal Polishers and Brass Workers' International Union, kindly request this Convention to again take this matter up for immediate adjustment.

#### Committee on Grievances.

Resolution No. 165.—By Delegates Downing and Dutle of Metal Polishers, Buffers, Platers and Brass Workers' International Union:

WHEREAS, Our delegates to the twenty-second annual convention of the American Federation of Labor entered a protest against the United Metal Workers' International Union for infringing on the jurisdiction of the Metal Polishers, Buffers, Platers and Brass Workers' International Union; and

WHEREAS, Said Convention referred the matter back to the two international unions for adjustment; and

WHEREAS, Our international officers entered into an agreement with the United Metal Workers' International Union which, if lived up to by the United Metal Workers' International Union, might have relieved the situation; and

WHEREAS, We have brought this matter to the attention of the Executive Council of the American Federation of Labor, and while the dispute was under consideration by the Executive Council the United Metal Workers have infringed even to a greater extent on our jurisdiction by organizing polishers and brass workers; therefore be it

RESOLVED, That the Convention of the American Federation of Labor revoke the charter of the United Metal Workers' International Union.

#### Committee on Grievances.

Resolution No. 166.—By Delegate W. C. Kidd of Federal Labor Union No. 10,964:

WHEREAS, It having become generally recognized by all business interests that a surplus fund is far preferable to a deficit; therefore be it

RESOLVED, That the president of the American Federation of Labor, together with the officers thereof, shall cause an assessment of (\$1.00) one dollar per each member, who is affiliated with the American Federation of Labor, and that the money thus collected shall be amalgamated with the present defense fund. The above assessment of one dollar shall be collected in four equal installments during the coming fiscal year.

#### Committee on Resolutions.

Resolution No. 167.—By Delegate Sheehan, Federated Trades Council:

WHEREAS, A number of local trades unions are using the label of the American Federation of Labor; and

WHEREAS, These local trades unions that are using the American Federation of Labor label are generally young organizations that have no surplus funds in their treasury, and therefore are forced to draw the money needed to purchase labels from their employer; and

WHEREAS, In a great many instances they take advantage, by advancing the purchase money, of misusing the use of said label, by claiming ownership, by right of purchase;

RESOLVED, By the Federated Trades Council, that the twenty-third annual Convention of the American Federation of Labor devise ways and means to furnish its affiliated unions with the American Federation of Labor label, and the same not to be paid for by the employer and the union until used.

#### Committee on Labels.

Resolution No. 168.—By Delegate Joseph W. Kelley, Brockton Central Labor Union:

WHEREAS, The stamp of the Boot and Shoe Workers' Union is the only recognized Boot and Shoe Workers' stamp of the American Federation of Labor; and

WHEREAS, Through the controversy of two dual organizations of labor the Knights of Labor have been and are boycotting the product of members of the Boot and Shoe Workers' Union; therefore be it

RESOLVED, That the delegates in convention assembled do again indorse the union stamp of the Boot and Shoe Workers' Union of America; and be it further

RESOLVED, That all affiliated organizations, organizers and district organizers be instructed to use their best endeavors and pay particular attention to have placed on the unfriendly list all shoes manufactured in the cities of Lynn and Haverhill not bearing the union stamp of the Boot and Shoe Workers' Union of America.

#### Committee on Labels.

Resolution No. 169.—By Delegate Henry Wulf, Murphysboro Trades Council:

WHEREAS, Repeated attempts have been made by the International Union of United Brewery Workmen of the United States to secure control and exercise jurisdiction over the members of Bottlers' Union, No. 10,222, American Federation of Labor; and

WHEREAS, Bottlers' Union, No. 10,222, American Federation of Labor, is a local trades union affiliated with the American Federation of Labor, and is composed of

beer and soda and mineral water bottlers and workers; and

WHEREAS, In the opinion of Bottlers' Union, No. 10,222, American Federation of Labor, it is of vital importance to its existence and the continued prosperity of its members that the claim to jurisdiction over said bottlers' union, made by the International Union of United Brewery Workmen, be denied; and

WHEREAS, A movement to organize a national union of Bottlers and workers, regardless of where employed, whether in the beer or soda and mineral water bottlers' line, is now on foot, and

WHEREAS, The success of said movement depends largely upon the upholding by this Convention of the rights of Bottlers' Union, No. 10,222, American Federation of Labor; therefore be it

RESOLVED, By the American Federation of Labor, in convention assembled, that the right of both beer and soda and mineral water bottlers and workers to organize and maintain local trades unions of their craft chartered by the American Federation of Labor is recognized; and be it further

RESOLVED, That the claim to jurisdiction over Bottlers' Union, No. 10,222, American Federation of Labor, made by the International Union of United Brewery Workman, is denied.

#### Committee on Grievances.

Resolution No. 170.—By Patrick Mahoney, Massachusetts State Branch:

WHEREAS, Prior to the establishment of the civil service laws by the government of the United States the conditions that governed all those in the employ of the United States was known as the "spoils system" and appointment to the public service was dependent entirely upon political preferment, without regard to the merit of the appointee; and

WHEREAS, Under the wise provisions of the said civil service laws the government has been able to obtain the services of only fit and competent employees without regard to the religious or political belief of the individual employee; and

WHEREAS, The operations of the said civil service laws insure a degree of permanency of employment that approaches life tenure in the public service on condition of competency alone; and

WHEREAS, The said civil service laws extend to those in public employ, steady employment, and protection from interference in the discharge of their duties from any source for any reason, other than one affecting the ability of the employee to perform his duties in a satisfactory manner; therefore be it

RESOLVED, That for the reasons recited in the foregoing preamble the American Federation of Labor in convention assembled fully endorses the said civil service

laws, and advocate their extension whenever and wherever practicable.

#### Committee on Resolutions.

Resolution No. 171.—By Delegate Patrick Mahoney, Massachusetts State Branch:

RESOLVED, That it is the sense of this convention that there is nothing in the occupation of an insurance agent which should debar those following that avocation from organizing under the American Federation of Labor, subject to the usual restriction on qualifications for membership.

#### Committee on Organization.

Resolution No. 172.—By Delegate Robert S. Maloney, Lawrence Central Labor Union:

WHEREAS, In the city of Lawrence, Mass., the workers in the textile industries number more than 35,000; and

WHEREAS, Of this number but a small part are included in the ranks of organized labor, and the conditions of the workers require all the help we can possibly extend to them; therefore be it

RESOLVED, That the incoming Executive Council be, and are hereby, instructed to place in Lawrence at the earliest possible time a special organizer for the purpose of bringing into the ranks of labor a body of people who need all the help organized labor can give them.

#### Committee on Organization.

Resolution No. 173.—By Delegates representing the United Garment Workers of America:

WHEREAS, The United Garment Workers' of America is engaged in a severe struggle with the Clothiers' Exchange of Rochester, comprising nearly all the clothing manufacturers of that city owing to its refusal to treat with their cutters as a body when presented with a request for the reduction of the hours of labor to eight per day, so as to conform to the working time observed in that branch of the trade in all competing markets; therefore be it

RESOLVED, That the American Federation of Labor in convention assembled does hereby condemn the attitude of the organized clothing manufacturers of Rochester as being unfair and contrary to the spirit of our times.

#### Committee on Resolutions.

Resolution No. 174.—By Delegates representing United Garment Workers of America:

RESOLVED, That the Standard Manufacturing Co. of Chattanooga, Tenn., manufacturers of the "Ten Wheeler" brand of overalls, be placed on the unfair list.

#### Committee on Boycotts.

Convention adjourned.

## FIFTH DAY—Morning Session

Convention called to order by President Gompers at 9 o'clock.

Absentees: Klapetzky, Kerr, Buchanan, McGovern, O'Brien (J. R.), Reidy, Sherman (H. W.), Estinghausen, Tovey, Maher, Creamer (J. J.), Ireland, Call, Scaife, Fahy, Dempsey (J. J.), Valentine, Murphy (M. F.), Fitzgibbon, Bahlhorn, Scott (John A.), Dix, Mahon, Winslow (C. H.), Hart, Lincoln, Barry, Markey (F. A.), Powell, McDonough, Engel, Curley, Williams (D. U.), Cummings (W. P.), Markey (H. A.), Thomas, Fossberg, Clay, Curtis, Keene, Sarman, Duffy (O. H.), Stewart, Rena, Allimon, Allabough, Davis, Nightingale, Lawler, Berry, Holloway, McKelvey, Clarke (E. R.), Cowell, Connor, Roche (E. J.), Kuhn, Tyson, Hitchcock (Henry), Moore (J. J.), Brayer, Henderson (W. F.), Gosline, Patterson, Burton, Dineen, Hodges, Reed (W. A.), Gilpen, Butler, Faulkerson, Cooper, Studd, Page, Tussey, Morlin, Anderson, Tobin (P. F.), Creamer (Francis), Kelley (James), Dillon, Wingenter, Ludwig, Sodekson, Hillard, Timilty, Cooper (Wm.), Hill (L. A.), Diegle, Rosenfield, Freeman, Smith (Wm.), Downing (J. P.), Bolger, Stanner, Scott (Timothy), Lederer, Francis, Hutchinson, Klein, Clark (Wm. H.), Tarrents, Herr, Sadler, Mullen, O'Grady.

On motion, the reading of the minutes was dispensed with.

Delegate McHugh moved that a special committee of seven be appointed on State Federation of Labor.

Adopted.

Delegate McHugh moved that the Committee on Laws be instructed to bring in an amendment to the constitution creating a Committee on State Federation of Labor.

Delegate Mitchell requested the chair to appoint a substitute for himself on the Committee on Education, his reason being that his time would be fully occupied on account of the coal strike in Colorado.

The chair appointed Delegate William Fyfe to fill the vacancy.

Delegate Ramsey, by unanimous consent, introduced a resolution, which was adopted, instructing the Committee on Laws to so amend the constitution as to abolish the Committee on Distribution.

Delegate Duncan moved that the convention adjourn until 9 o'clock Saturday morn-

ing, but withdrew his motion to enable Delegate Krest to make a motion.

Delegate Krest moved that the committee having the jurisdiction question before them report at 10 A. M. Tuesday.

Delegate Duncan opposed the motion.

Delegate Lennon moved as an amendment that the committee to whom jurisdiction questions had been referred be instructed to report at the earliest date possible, and that when they were ready to report they be given priority over all other committees.

Delegate Krest accepted the amendment and it was adopted unanimously.

A motion was made that the secretary request the Committee on Distribution to distribute to the several committees all matter that had been referred to them.

Adopted.

Delegate Kemper requested that he be excused from the Committee on Organization, as most of his time would be taken up before the Committee on Grievances on matters affecting the organization which he represented.

Delegate Kemper's request was granted, and the chair appointed Delegate Frank Rist to fill the vacancy.

Delegate Pratt of the Committee on Grievances was absent and the chair appointed Delegate Thos. F. Tracy to take his place.

A motion was made that the convention extend sympathy and best wishes to Delegate W. D. Mahon of the Amalgamated Association of Street and Electric Railway Employes in his struggle for that organization in Chicago.

Adopted.

Delegate Wilson moved that the secretary wire to Delegate Mahon the action of the convention.

Adopted.

President Gompers announced that a photograph of the delegates would be taken on the State House steps immediate-



ly after adjournment Saturday morning, and requested all to be present.

The following communication was read:

London, October 15th, 1903.

Dear Mr. Gompers, President of the American Federation of Labor:

The bearers, Mr. O'Grady and Mr. W. Mullin, J. P., are our accredited representatives to your convention at Boston. I feel sure you will be delighted to meet them and the Trades Union Congress of Britain has the fullest confidence in their representative capacity, and I feel sure that they will be pleased to meet our numerous friends in the labor movement in America. I take this opportunity of wishing you a successful convention, one that will exceed in usefulness and in good work all your previous conventions.

With kind and fraternal greetings, I beg to remain yours faithfully,

S. WOODS,

Secretary British Trades Union Congress.

Resolution No. 175.—By Delegates J. A. Cable and Andrew C. Hughes, Coopers' International Union:

Whereas, There has on several occasions in recent Congresses been legislation introduced detrimental to the interests of the Coopers' International Union, and we have been handicapped in meeting same for lack of the means to obtain prompt and accurate information, and as we anticipate the introduction of further proposed legislation by the employing brewers' association at the forthcoming session of Congress; therefore be it

RESOLVED, That the American Federation of Labor, in Convention assembled instruct its legislative committee to watch for any attempted legislation affecting coöperation matters at the forthcoming session of Congress and to promptly notify the headquarters of the Coopers' International Union of same and all facts in connection therewith.

#### Committee on Resolutions.

Resolution No. 176.—By Delegates representing the United Brotherhood of Carpenters and Joiners:

WHEREAS, At a meeting of the Executive Council of the American Federation of Labor, held at Washington, D. C., in June, 1903, a demand made by the Amalgamated Wood Workers' International Union for the revocation of the charter of the United Brotherhood of Carpenters and Joiners of America, on the ground of our refusal to accept the recent decision of Umpire P. J. Downey of Albany, N. Y., and also a demand made by the United Brotherhood of Carpenters for the revocation of the charter of the Amalgamated Wood Workers was considered and acted upon by the Executive Council of the American Federation of Labor and a decision rendered by that body without notice to the United Brotherhood of Carpenters and Joiners to appear and present their reasons therefor; and further, as Secretary Kidd of the Amalgamated Wood Workers was present in his capacity as a member of said Executive Council, and at the same time represented the Amalgamated Wood Workers and presented their case,

therefore the hearing was ex-parte, the United Brotherhood not having the opportunity of presenting its side of the case; therefore be it

RESOLVED, That this twenty-third annual Convention of the American Federation of Labor set aside and annul said decision of the Executive Council and all action taken in consequence thereof; and be it further

RESOLVED, That this Convention instruct the Executive Council to hereafter refrain from taking action in matters of this kind without first giving all parties in interest an opportunity of being present to submit their evidence and present their case.

#### Committee on Grievances.

Resolution No. 177.—By Delegates representing the United Brotherhood of Carpenters and Joiners:

WHEREAS, The label of the United Brotherhood of Carpenters and Joiners of America is now registered in thirty-four different States in this country; and

WHEREAS, Said label is known as an eight-hour label, in conformity with the decision of the Convention of the American Federation of Labor, held in Boston, Mass., in 1889, and in accordance with the laws laid down by the twelfth biennial convention of the United Brotherhood of Carpenters and Joiners of America, held in Atlanta, Ga., September 15-30, 1902; and

WHEREAS, On June 25, 1903, an official request was made on the Executive Council of the American Federation of Labor to indorse the label of the United Brotherhood; and

WHEREAS, The Executive Council, on October 2, 1903, refused indorsement of the said label; therefore be it

RESOLVED, That this, the Twenty-third Annual Convention of the American Federation of Labor revoke the action taken by the Executive Council on October 2, 1903, and indorse the union label of the United Brotherhood of Carpenters and Joiners of America.

#### Committee on Labels.

Resolution No. 178.—By Delegates representing United Brotherhood of Carpenters and Joiners of America:

WHEREAS, The convention of the American Federation of Labor held fourteen years ago in the city of Boston, Mass., went on record as being favorable to the establishment of a universal workday of eight hours; and

WHEREAS, The Executive Council of the American Federation of Labor, in 1890, selected the United Brotherhood of Carpenters and Joiners of America as being the best disciplined, prepared and determined organization to lead the movement for a reduction in the hours of labor to eight per day; and

WHEREAS, The United Brotherhood of Carpenters and Joiners of America did lead the fight, and won, at great cost to the organization and enormous sacrifices on the part of its members; and

WHEREAS, The United Brotherhood of Carpenters and Joiners of America, for the last thirteen years, have made a fight in nearly every town and city under its juris-

diction for the establishment and enforcement of an eight-hour workday; and

WHEREAS, The Amalgamated Wood Workers' International Union made an agreement with the Manufacturing Wood Workers' Association of Bronx and Mount Vernon, N. Y., while the members of the United Brotherhood of Carpenters and Joiners of America were on strike for better conditions; and

WHEREAS, Said agreement read that the wages of men working in the mills should be from six to eighteen dollars per week, and the hours of work fifty per week, or nine hours per day for the first five days of the week, and five hours on Saturday—which was in direct violation of the conditions established for over two years in those places by the United Brotherhood of Carpenters and Joiners of America, to work forty-four hours per week, or eight hours per day for the first five days of the week, and four hours on Saturday—and as the action of the Amalgamated Wood Workers' International Union is also a direct violation of the instructions of the last Boston convention; therefore be it

RESOLVED, That the agreement made by the Amalgamated Wood Workers' International Union in Bronx and Mount Vernon, N. Y., be declared by this, the twenty-third annual convention of the American Federation of Labor, unfair and subversive of the best interest of organized labor, and that said Amalgamated Wood Workers' International Union be debarred from placing their label on material manufactured under a nine-hour system, where an eight-hour day had been previously established by the United Brotherhood of Carpenters and Joiners of America.

#### Committee on Grievances.

Resolution No. 179.—By Delegate Francis Flidew of Michigan State Federation of Labor:

WHEREAS, Since the American Federationist has explained the Winnetka system for installing the initiative and referendum in cities without waiting for the consent of the party in power in the legislature and without consulting the party machines in the city, several cities have emancipated themselves, including Detroit, Mich.; Toronto, Canada; Waco, Tex., and Geneva, Ill., with excellent work in Chicago. In Toronto and Waco the non-partisan campaign was instituted and conducted by organized labor, greatly strengthening the organization in the sentiments of its members and demonstrating an effective political system separate and apart from party politics; therefore be it

RESOLVED, That the twenty-third annual Convention of the American Federation of Labor rejoices that its action of two years ago in securing publicity for the Winnetka system has already had such effective fruitage, and our president is requested to issue an address to affiliated unions, setting forth what has been accomplished in cities and how; and

RESOLVED, That our president is requested also to write to the conventions of the State Federation of Labor as they occur, directing attention to the non-partisan system whereby organized labor

is securing the submission of constitutional amendments for the initiative and referendum.

#### Committee on Resolutions.

Resolution No. 180.—By Delegate Maurice Mikol, United Cloth Hat and Cap Makers:

WHEREAS, The firm of Henry Wallner & Son, of New York City, have absolutely refused on several occasions to unionize their cap factory; and

WHEREAS, The firm of Henry Wallner & Son are conducting their factory under a system which is in direct violation to the laws of our organization and of the laws of organized labor in general; therefore be it

RESOLVED, That the Twenty-third Annual Convention of the American Federation of Labor shall place on the unfair list the above firm; and be it further

RESOLVED, That the delegates at this convention coming from Chicago, Quincy, Ill., and St. Louis, Mo. shall do all in their power to see that all cloth hats and caps sold in their vicinity shall bear the genuine Cap Makers' label.

#### Committee on Boycotts.

Resolution No. 181.—By Delegate Maurice Mikol, United Cloth Hat and Cap Makers:

WHEREAS, The first of May is recognized by all class-conscious workers of the world as a day not only for the edification of the eight-hour work day, but for a day where the capitalistic yoke shall be shaken off forever; and

WHEREAS, Quite a number of organized workers under the banner of the American Federation of Labor do and will observe the first day of May, for which it was established; and

WHEREAS, The original spirit of the American labor day has entirely disappeared, changing its true meaning and aim by becoming a national holiday, in which respect it has no connection with the aspiration of the wage workers of the entire world as announced at the International Congress of Paris, 1889, that the workers of both continents shall be in unison in international solidarity; and

WHEREAS, The first day of May is observed all through Europe as the true and real workers' day; be it

RESOLVED, That the twenty-third annual Convention of the American Federation of Labor shall go officially on record by adopting the first day of May as a day of protest against the present obnoxious system of exploitation and the dawn of emancipation of the Proletariat.

#### Committee on Grievances.

Resolution No. 182.—By Delegate Maurice Mikol, United Cloth Hat and Cap Makers:

WHEREAS, Every economical demand must necessarily become a political issue; and

WHEREAS, The political power is in the hands of those whose economical interest are in antagonism with the rightful aspiration of the wage earners;

WHEREAS, That the working class in the past and in our days have tried in vain both old political parties to improve their economical conditions, and that it has

proven a waste of time and energies, with no practical results;

WHEREAS, The lessons of human history prove that every effort to emancipate a class must come from that class which wishes to be emancipated from political oppression and economical exploitation;

WHEREAS, The emancipation of workers must be their own work; be it

RESOLVED, That the American Federation of Labor can no longer have faith in the old capitalistic parties; and be it further

RESOLVED, That the American Federation of Labor shall urge the wage earners to become conscious of the fact that the working class is economically a separate class from the capitalists and that it is the duty of the working class to constitute itself politically and opposed to any capitalistic combination.

#### Committee on Resolutions.

Resolution No. 183.—By Delegate Maurice Mikol of United Cloth Hat and Cap Makers:

WHEREAS, The firm of Schuylkill Cap Manufacturing Co. of Northumberland, Pa., a concern which is operating one of the largest unfair cap factories in this country; WHEREAS, The said Schuylkill Cap Co. is issuing a bogus and fraudulent label identical in size and color and worded United Cloth Hat and Cap Makers of Central Pennsylvania, and by those deceiving organized labor and its sympathizers;

WHEREAS, The label of the United Cloth Hat and Cap Makers of North America is the only genuine label and endorsed by the American Federation of Labor; be it

RESOLVED, That this twenty-third annual convention of the American Federation of Labor shall instruct all affiliated organizations, organizers and district organizers to use their best efforts and pay particular attention that all cloth hats and caps bearing the fraudulent Central Pennsylvania label shall be placed on the unfair list.

#### Committee on Boycotts.

Resolution No. 184.—By Delegate John Bradley of Iron Moulders:

RESOLVED, That we condemn bribe giving on the part of the employers as being as reprehensible and as dangerous to the community as taking bribes by union officials, and the Executive Council of the American Federation of Labor is hereby instructed to expose and prosecute employers guilty of such acts.

#### Committee on Organization.

Resolution No. 185.—By Delegates A. Hibbert, J. Tansy, T. O'Donnell, Samuel Ross, United Textile Workers and National Mule Spinners' Association:

WHEREAS, Owing to the large number of Textile Workers in this country who are not organized, and realizing that it is impossible for them to improve their condition only through organization, the United Textile Workers have decided to place in the field a paid organizer. Still we realize this is not sufficient, therefore we appeal to the American Federation of Labor to render us some assistance.

At the recent conventions of the National

Mule Spinners' Association, and the United Textile Workers the following resolution was adopted:

RESOLVED, That we petition the American Federation of Labor, in Convention assembled, to appoint a salaried organizer, the same to be a Textile Worker. And be it further

RESOLVED, That the American Federation of Labor do appoint said organizer.

#### Committee on Organization.

Resolution No. 186.—By Delegate Theodore Payne, Asphalt Pavers:

WHEREAS, The asphalt pavers have recently begun to organize and not having the finances to place an organizer in the field; be it

RESOLVED, that the American Federation of Labor will have their organizer do all they can to organize the asphalt street pavers wherever they are found.

#### Committee on Organization.

Resolution No. 187.—By Delegate Theodore Payne, Asphalt Pavers:

WHEREAS, The Asphalt Street Pavers having recently begun to organize we ask that the American Federation of Labor see that the organizers of the various cities and towns throughout the country wherever they are found will organize our class of workmen. We wish to be known as a class of workers favoring an eight-hour workday and oppose the injunction that is practised on union workmen today. This is the sentiment of the Asphalt Pavers Union 10,513.

#### Committee on Organization.

Resolution No. 188.—By Delegate Robert A. Callahan of Hotel and Restaurant Employees International Alliance and Bartenders' International League of America:

Charges by Hotel and Restaurant Employees International Alliance and Bartenders' International League of America vs. the Central Federated Union of New York City.

WHEREAS, The Central Federated Union of New York City has seated in its body delegates from a local union suspended by its international union, namely, delegates from a local union as Amalgamated Walters' Union No. 1, formerly affiliated with the Hotel and Restaurant Employees International Alliance and Bartenders' International League of America; therefore be it

RESOLVED, By the American Federation of Labor, in convention assembled, that the Central Federated Union of New York City be instructed to unseat said delegates and recognize the local affiliated with the Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America under penalty of revocation of its charter.

#### Committee on Grievances.

Resolution No. 189.—By Delegates Collis Lovely, Gad Martindale, Boot and Shoe Workers' Union:

WHEREAS, The Boot and Shoe Workers' Union has been engaged in a contest with Harney Bros., shoe manufacturers, Lynn, Mass., for several months, which firm has conspired with an independent organiza-

tion hostile to the American Federation of Labor, and resisted the Boot and Shoe Workers' Union in an attempt to establish the prevailing rate of wages; therefore be it

**RESOLVED**, That the Executive Council of the American Federation of Labor appoint a committee of three to proceed according to the constitution in an endeavor to effect a settlement and failing to do so, the shoes produced by Harney Bros. and P. J. Harney & Co. (one and the same firm) be declared unfair.

**Committee on Boycotts.**

**Resolution No. 190.**—By Delegates John F. Tobin, Collis Lovely, Gad Martindale, James F. Carey, Boot and Shoe Workers' Union:

**WHEREAS**, Many complications have arisen through the indiscriminate action of local unions and central bodies placing firms on the unfair list without securing the proper sanction of the National or International union representing the particular trade or calling involved; and

**WHEREAS**, Hasty and ill advised action of this kind has an adverse influence upon the general good reputation enjoyed by national and International Union in the conduct of their business; therefore, be it

**RESOLVED**, That the committee on law of this 23d annual Convention of the American Federation of Labor be instructed to amend the constitution so as to absolutely prohibit placing any business concern on the unfair list by any local, central or state body, connected with the American Federation of Labor, without the sanction of the National or International union whose interests are involved, and indorsed by the Executive Council of the American Federation of Labor, where such business concern manufactures and sells merchandise outside of the particular town, city or state in which such manufacturing concern is located. And be it further

**RESOLVED**, That where any business concern is on the unfair list contrary to the spirit and letter of these resolutions, a settlement shall be negotiated or the firm removed from the unfair list on or before February 1, 1904.

**Committee on Laws.**

**Resolution No. 191.**—By Delegate J. Mahlon Barnes, Cigarmakers' International Union:

**WHEREAS**, It is daily made more plainly apparent that there is an irresistible conflict between the capitalist, non-producing class and the working class, or the propertyed class and the propertyless class; therefore be it

**RESOLVED**, That we recognize that opposing industrial and political organizations are required by the respective classes.

**Committee on Resolutions.**

**Resolution No. 192.**—By Delegate John M. Ryall, Central Trade and Labor Council, Richmond, Va.:

**WHEREAS**, The union label is not patronized by organized labor as well as it should be; and

**WHEREAS**, The merchants that handle union made goods and employ union clerks

complain that union men as a rule do not ask for the union made products; therefore be it

**RESOLVED**, By the American Federation of Labor in convention assembled, that all international organizations and federal unions attached to the American Federation of Labor have their obligations amended so as to read as follows: And I do further solemnly promise on my word of honor that I will patronize only strictly union made goods and that I will use my best endeavors to get others to do the same, and that if I should become faithless to my obligation, may I then be expelled from the union.

**Committee on Resolutions.**

**Resolution No. 193.**—By Delegate Thomas L. Hughes, Illinois State Federation of Labor:

**RESOLVED**, That the American Federation of Labor be and is hereby respectfully petitioned to reduce the rate of per capita and defense fund tax, to be paid to said organization by affiliated locals and federal labor unions.

**Committee on Laws.**

**Resolution No. 194.**—By Delegate M. Brayer, Cloth Spongers:

**WHEREAS**, It is the policy of the American Federation of Labor to assist all affiliated organizations; and

**WHEREAS**, The United Garment Workers can materially and effectively assist the Cloth Spongers and Examiners Union by seeing to it that in all of these label clothing houses their members handle only such clothing which has been sponged and examined by the members of the Cloth Spongers' and Examiners' Union, be it

**RESOLVED**, By this twenty-third annual Convention of the American Federation of Labor, that the United Garment Workers be urged to so assist the appealing union.

**Committee on Resolutions.**

**Resolution No. 195.**—By Delegate James Wood, Cigarmakers' Delegation:

**WHEREAS**, The Cigarmakers' International Union of America places upon the product of the labor of its members a blue union label to designate such labor from the products of child, prison, tenement house and Chinese labor; therefore be it

**RESOLVED**, That the delegates to the twenty-third annual Convention of the American Federation of Labor assembled condemn the practices by the trust and other non-union cigar manufacturers of the United States and Canada, who by the employment of young and innocent children crush hope out of their lives, dwarf them physically, mentally and morally; be it

**RESOLVED**, That a general demand be made by the members of the American Federation of Labor for the union blue label of the Cigarmakers' International Union of America.

**Committee on Labels.**

**Resolution No. 196.**—By Delegates Andrew C. Hughes and J. A. Cable, Coopers' International Union:

**WHEREAS**, At the request of the Coopers' International Union the Executive Council of the American Federation of

Labor has placed the firm called The Elgin Butter Tub Company of Elgin, Ill., on the unfair list; and

WHEREAS, The lockout and strike which was inaugurated in June last was caused by the above-named firm in a spirit of arrogance because of the men becoming members of the Coopers' International Union.

RESOLVED, That the American Federation of Labor in convention assembled do hereby urge the Executive Council to take energetic action in pushing this boycott, and also that they inform by communication the Chicago Federation of Labor that in their city this product is mostly patronized.

#### Committee on Boycotts.

Resolution No. 197.—By Delegate Owen J. Trowsell of the Hamilton, Ohio, Co-operative Trades and Labor Council:

WHEREAS, The Co-operative Trades and Labor Council of Hamilton, Ohio, has through its efforts to unionize the printing and publishing offices in its locality been assailed by the Republican News Publishing Company with a sweeping injunction and a suit for damages to the amount of \$50,000; and

WHEREAS, These proceedings are backed by the Manufacturing Association of Hamilton, Ohio, who seek by these means to destroy the independent spirit of trade union affiliation of the Council; therefore be it

RESOLVED, By the annual Convention of the American Federation of Labor that the incoming Executive Council be and is directed to render such aid as may in its judgment be warranted by the conditions.

#### Committee on Resolutions.

Resolution No. 198.—By Delegate J. T. B. Edward of the Newport Central Labor Union:

RESOLVED, That Central Labor Unions be allowed, if they see fit, to refuse the admittance of delegates of any National or International Union allowing employers of labor into their organizations as active members, who also follow some trade or occupation other than that to which their union has direct jurisdiction over.

#### Committee on Laws

Resolution No. 199.—By Delegate John J. Casey of the Pennsylvania State Federation:

WHEREAS, The American Federation of Labor recommends and encourages the formation of city central labor unions and state federations; and

WHEREAS, A great many national and international unions affiliated with the American Federation of Labor are very indifferent about the affiliation of their subordinate unions with city central labor unions and state federations; and

WHEREAS, As such indifference by national and international unions and the non-affiliation of subordinate unions with city central bodies and state federations makes it embarrassing for those who endeavor to comply with the wishes of the American Federation of Labor, and at the same time retards the progress of city central bodies and state federations; and

WHEREAS, The burdens intended for the many have to be borne by the few financially and otherwise; therefore be it

RESOLVED, That Article XII, Section 2 of the Constitution be amended by striking out the word "instruct" on line 3 of said article and insert "make it obligatory on the part of."

#### Committee on Laws.

Resolution No. 200.—By Delegate John J. Casey of the Pennsylvania State Federation:

WHEREAS, Persons advocating the purchase of union label goods are often embarrassed by being requested to produce the union label on goods purchased by themselves, and not being able to do so, through no fault of theirs, as the American Federation of Labor paper label is partly responsible for this, as it is easily removed from the article it is originally placed on, by dampness and otherwise; therefore be it

RESOLVED, That this Convention instruct the officers in charge of the American Federation of Labor label to discontinue the use of the paper label, where possible, and procure a cloth label, which can be sewed into the articles it is placed on, such as suspenders, neckties, etc.

#### Committee on Labels.

Resolution No. 201.—By Delegate P. F. Murphy of the National Alliance Bill Posters and Billers:

WHEREAS, Bryan & Co., bill posters at Cleveland, Ohio, have declared themselves as opposed to organized labor, and have also disrupted our local union in that city; therefore be it

RESOLVED, That the said Bryan & Co. of Cleveland, Ohio, be placed upon the "We do not patronize list" of the American Federation of Labor.

#### Committee on Boycotts.

Resolution No. 202.—By Delegate A. M. Swartz of Iron City Central Trades Council, of Pittsburgh, Pa.:

WHEREAS, Much dissatisfaction exists in various localities and cities throughout the United States and Canada on account of the action of the officers of the American Federation of Labor in trying to prevent the organization of all carpenters and joiners into one organization, through their sending circular letters and other printed matter to the various Central Bodies and International and other organizations, asking them to assist the Amalgamated Wood Workers' International Association to organize unions in localities where the United Brotherhood of Carpenters and Joiners have established an organization, and are maintaining the principles and objects of the Trade Union movement by creating better conditions, the shorter work day, and higher wages for its members;

WHEREAS, Said circular letters are prone to create discord, and intended to create rival organizations of said trade or craft, and bring about still further dissatisfaction in the various localities, and are not in true harmony with the true spirit of organization and will tend to bring disruption to the entire movement in said localities; therefore, be it

RESOLVED, That we, the members of the Iron City Central Trades Council of

Pittsburg, Pa., do not approve of the action of the officers of the American Federation of Labor in sending such circular letters to the organizations represented, and request that your honorable body also disapprove of the same, and take such action as will prevent any further interference with the autonomy of any organization in the establishment of their organization along said lines.

#### Committee on Executive Council's Report.

Resolution No. 203.—By Delegate George W. Williams of the International Stereotypers and Electrotypers Union:

WHEREAS, Printed matter bearing no evidence of being the product of union labor has appeared in this hall; and

WHEREAS, We believe it to be consistent with our declaration of principles that such appearance should be prevented; therefore be it

RESOLVED, That a committee of three (3) be appointed to examine each lot of printed matter presented for distribution in this hall, and allow none to appear that does not bear the union label of the printing trades.

#### Committee on Label.

Resolution No. 204.—By Delegate Walter Macarthur of San Francisco Labor Council:

WHEREAS, Mongolian and other Asiatic cheap labor is a detriment not only to the progress of the American workers, but to that of the nation as a whole; and

WHEREAS, Strenuous efforts are now being made in the Philippine Islands by nearly all of the representatives of European capital and by some representatives of American capital to open these islands to Chinese coolie labor, which must inevitably lead, not only to the lowering of the already small wages of the Filipino workers, but ultimately to the crowding out of the native workmen and native business men by Chinese; and

WHEREAS, In the Hawaiian Islands, out of a population of about 160,000, there are 70,000 Japanese, 25,700 Chinese; and of late Koreans, who are Chinese in physical characteristics and customs, are being brought in, the purpose of the Hawaiian Sugar Planters' Association being to import in the near future 10,000 of such Koreans as an experiment, who (as at present there is already a large surplus of Mongolian labor in these Islands—labor which is gradually finding its way to the mainland of the United States, especially to the Pacific coast states) will come to our country, the Hawaiian Islands being thus used as a bridge to bring cheap Mongolian labor into the United States; and

WHEREAS, Chinese and Japanese, especially the latter, are rapidly driving to destitution and extinction the native Hawaiians, and driving out of the islands the few white mechanics, the few small white settlers and the small white business men, leaving the islands in full control by the Hawaiian Sugar Planters' Association, a concern controlled by a few men of great wealth; and

WHEREAS, The Census of 1900 shows that the Japanese population of the United States, exclusive of the Japanese in the Philippine and Hawaiian Islands, has

grown from 2,039 in 1890 to 24,326 in 1900, of which number 22,001 were located in the states of California, Washington, Oregon, Montana and Idaho, where their disastrous competition in many callings has inflicted great injury on the American workers; especially since 1900 their numbers in these states have steadily increased; and

WHEREAS, Increased machine production in Japan is displacing in larger and larger numbers hand labor, which hand labor, in the overcrowded condition of that country, where 45,000,000 persons are situated in 148,742 square miles, only 11 per cent of which is arable land, is eager to emigrate and willing to work at any wages, in Japan now wages of laborers being 18 cents per day and of mechanics from 20 to 50 cents per day; and

WHEREAS, The Japanese, by adopting our forms of dress only outwardly conform to the western standard of civilization, in their customs and morals remaining essentially Japanese, that is, men of a lower standard of morals, of a lower standard of wages, men of a race that has never assimilated with the Caucasians, but which race has always pulled down, and pulled down irresistibly, the men of the Caucasian race that have been forced into contact with men of the Mongolian race; therefore be it

RESOLVED, By the American Federation of Labor that it deem it absolutely necessary for the preservation and advancement of the natives of the Philippine and Hawaiian Islands, to whom the American government has made solemn pledges of protection, that the Chinese Exclusion Act be made to apply to the Japanese and Koreans and other Asiatic Mongolian labor, also that the present Chinese Exclusion Act continue in full force in the Philippine and Hawaiian Islands; and further

RESOLVED, That the incoming Executive Council is hereby required to instruct the Legislative Committee to have introduced in congress a bill embodying the spirit of these resolutions.

#### Committee on Resolutions.

Resolution No. 205.—By Delegate J. O. White of the Riggers' Protective Union, 10,315:

WHEREAS, We, the Riggers' Protective Union, No 10,315, of Boston, Mass., object to the movement taken by the Iron Structure Union of Boston;

RESOLVED, That the American Federation of Labor take legal steps to prevent the Iron Structure Union from doing legal work, and taking the work of the Riggers' Protective Union and debarring the riggers from the rights to which they are justly entitled; and be it

RESOLVED, That the Executive Council take immediate steps in this matter and prove to the Iron Structure Union that they are acting unfairly with unionism.

#### Committee on Grievances.

Resolution No. 206.—By Delegate J. C. Bahlhorn:

WHEREAS, There is constant turmoil and conflict between the Amalgamated Woodworkers of America and the Brotherhood of Painters, Decorators and Paperhangers of America as to the right, ju-

isdiction and control of the latter organization to do the work, which of right belongs to it; and

WHEREAS, We have seen the evil effects of allowing the Amalgamated Woodworkers to do painting, hard wood finishing and decorating inasmuch as the long hours and small wages paid to the members of the Amalgamated Woodworkers, which is practically nine and ten hours all over the country, and wages from twenty to thirty per cent less—will compel the painters now belonging to the Brotherhood to return to longer hours and shorter wages, gradually forcing the Brotherhood of Painters, hard wood finishers and decorators to compete with men working in the various shops; and

WHEREAS, The work done on buildings and for buildings comes into open competition with men now having the eight hour day and pretty generally a minimum rate of wages of three dollars, as against a much lower rate paid to the Amalgamated Woodworkers; therefore

RESOLVED, That our right to work and absolute jurisdiction and control over all painting, decorating, hardwood finishing and kindred trades as now enumerated in its constitution be sustained and conceded; and

WHEREAS, The contract entered into between the Amalgamated Woodworkers and the Brotherhood of Painters, Decorators and Paperhangers on March 3, 1903, has been violated in various cities, particularly so in Indianapolis, Milwaukee, Boston and Chicago; therefore

RESOLVED, That this Convention shall concede to us all work which is now given to us in our charter by the American Federation of Labor.

#### Committee on Grievances.

Resolution No. 207.—By Delegates of International Brotherhood of Bookbinders:

WHEREAS, The attention of President Roosevelt, Secretary of Commerce and Labor, Cortelyou, and Public Printer Palmer has been called to the employment in the bindery of the Government printing office of one William A. Miller as assistant foreman; and

WHEREAS, Said William A. Miller has been proved by affidavits and court records in our possession to be a bigamist, perjurer, defaulter and one totally unfit to be in charge of working people; and

WHEREAS, The attention of the public officials above referred to has been called to seven violations of civil service rules and two violations of revised statutes (all of which violations demand instant dismissal from the service) by said William A. Miller; and

WHEREAS, President Roosevelt has declared the charge of personal unfitness of William A. Miller to be one of "routine matter of administrative detail;" and

WHEREAS, We regard the continued retention of William A. Miller in the government employ to be a menace to production of creditable work because of dissatisfaction with his methods as foreman; therefore be it

RESOLVED, That the American Federation of Labor, in convention assembled, hereby petitions President Roosevelt to examine into the affidavits and testimony submitted by Local Union No. 4, Interna-

tional Brotherhood of Bookbinders to Public Printer Palmer, and upon verification to immediately remove him, William A. Miller, from the government service.

#### Committee on Resolutions.

Resolution No. 208.—By Delegate G. A. Hoehn of the Federal Labor Union, 6482:

WHEREAS, There exists a controversy between the Boot and Shoe Workers' Union of St. Louis and the general officers of the Boot and Shoe Workers' Union, which has resulted in the revocation of the charters of all the St. Louis local unions, nine in number, involving over 1900 members;

WHEREAS, The Central Trades and Labor Union of St. Louis, by almost unanimous vote, has gone on record that this controversy should be settled at the special Convention of the Boot and Shoe Workers' Union, to be held in January, 1904;

WHEREAS, This controversy will, if continued, work irreparable injury, not only to the shoe workers, but to the entire trades union movement in St. Louis; therefore be it

RESOLVED, That a committee of five be appointed by this Convention to use their good offices to bring about a cessation of hostility and a permanent solution, by amicable settlement of the controversy.

#### Committee on Resolutions.

Resolution No. 209.—By Delegate G. A. Hoehn of the Federal Labor Union, 6482:

RESOLVED, That the twenty-fourth annual convention of the American Federation of Labor be held in St. Louis, Mo.

#### Committee on Resolutions.

Resolution No. 210.—By Delegate Robert A. Callahan of Hotel and Restaurant Employees, International Alliance and Bartenders' International League of America:

WHEREAS, Questions affecting the all-important rights of trades jurisdiction, as set forth in the last annual report of the president of the American Federation of Labor, threatens the disruption of that magnificent body, representing two millions of industrialists; and

WHEREAS, It is rapidly becoming apparent that an annual convention of one week's duration, supplemented by an executive board composed of ten members, however ably constituted or conscientiously disposed, cannot continue much longer to discharge the enormous duties and responsibilities involved in the government of an organization so vast in numbers and far-reaching in its influence; and

WHEREAS, The surest remedy that suggests itself to meet the continually increasing governmental requirements of this vast body, would be the substitution of a congress for the present annual convention with its brief session of one week only, said congress to be composed of representatives of the affiliated organizations clothed with legislative powers, authorized to convene at stated yearly periods and to remain in session after the manner of the congress of the United States; therefore be it

RESOLVED, That we, the delegates of the Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, do recom-

mead to the American Federation of Labor at this convention, the adoption of such resolutions as will provide for the creation of such a representative body as herein contemplated, so that this splendid organization shall fulfill the objects of its original inspiration, more thoroughly exemplify in its methods the perfection of the American system of representative government and become in the broadest sense a democracy of toil, the republic of labor.

#### Committee on Law.

Resolution No. 211.—By Delegate Tanquary of the Order of Railroad Telegraphers:

WHEREAS, The Order of Railroad Telegraphers on May 26, 1903, requested the Executive Council of the American Federation of Labor to place the Atchison, Topeka & Santa Fe Railroad on the unfair list, and up to the present time our request has not been complied with; therefore be it

RESOLVED, that this Convention place the Atchison, Topeka & Santa Fe Railroad on the unfair list.

#### Committee on Boycotts.

Resolution No. 212.—By Delegate Wm. G. Schardt of Chicago Federation of Labor:

WHEREAS, There is a concerted move on the part of the employers to destroy the effectiveness of labor organizations by coercing the individual organizations to enter into agreements which will not permit them to aid any other organization by a sympathetic strike when such strike is necessary; and

WHEREAS, If this move on the part of the employing element is allowed to go on unchecked, it will ultimately result in the hampering if not final destruction of these organizations; therefore be it

RESOLVED, That it is the sense of the delegates of the American Federation of Labor in convention assembled, that our Constitution be amended to the effect that no organization affiliated shall in the future sign any agreement which shall prevent the sympathetic strike.

#### Committee on Law.

Resolution No. 213.—By Delegates W. O. Powell, C. Harry Hoke, H. C. Buckley of Shirt, Waist and Laundry Workers:

WHEREAS, The Executive Council of American Federation of Labor on April 24, 1903, gave a decision on the jurisdiction dispute between the Shirt, Waist and Laundry Workers' International Union and the United Garment Workers of America; and

WHEREAS, In spite of the effort of President Gompers, the bodies interested have failed to make an agreement with an object of carrying out the spirit of the decision of the Executive Council; be it

RESOLVED, That the president appoint a referee to meet with three representatives of the United Garment Workers of America and a like committee of the Shirt, Waist and Laundry Workers' International Union, with an object of having an agreement made that will carry out the spirit of the decision of the Executive Council; and be it further

RESOLVED, That the Executive Council use every effort to advertise any agreement or decision in this matter.

#### Committee on Grievances.

Resolution No. 214.—By Delegate T. J. McKergue of Federated Trades Council, Janesville, Wis.:

WHEREAS, The interests of the employing class in every economic contests is safeguarded, defended and advanced by the present political party in favor; therefore be it

RESOLVED, By the American Federation of Labor that we recommend to our membership the discussion and study of such economic and politic issues as will tend to more closely unite our forces.

#### Committee on Resolutions.

Resolution No. 215.—By Delegate Herman Lillen of International Hod Carriers and Building Laborers' Union of America:

WHEREAS, The Great Lakes Tug and Dredging Association of Chicago, Ill., holding the contract for the construction for the foundation of a flushing station which is to be a part of the great drainage system, has in the past month inaugurated a system which has for its purpose the overthrow of trades unionism and the destruction of the eight hour day, the company having refused to recognize organized labor of any craft or pay the union rate of wages; and

WHEREAS, The company refuses to treat with the representatives of organized labor or submit to arbitration the questions in dispute in order that a strike which now exists on the work may be settled; and

WHEREAS, Every other corporation, company or individual in and about Chicago engaged in this class of work carries on such work under union conditions and therefore are forced to compete with the Great Lakes Company; therefore be it

RESOLVED, By the delegates to the twenty-third annual Convention of the American Federation of Labor, in regular meeting assembled, that the Great Lakes Tug and Dredging Association be declared unfair, and that its name be placed on the unfair list of this organization.

#### Committee on Boycotts.

Resolution No. 216.—By International Association of Machinists:

WHEREAS, Considerable dissatisfaction arises in central bodies owing to the fact that organizations with only a small number of members are accorded the same representation as unions with a membership much greater;

WHEREAS, Such conditions are not in accord with the fundamental principles of the American Federation of Labor, which bases its foundation on representation by taxation;

RESOLVED, That this Convention instructs its Committee on Law to draft suitable provisions, same to be incorporated as a section in the laws governing central bodies, in order that local unions may be given the same rights as National and International Unions at the annual



sessions of the American Federation of Labor.

#### Committee on Law.

Resolution No. 217.—By Delegate A. E. Ireland of the International Association of Machinists:

WHEREAS, The Palmer Manufacturing Company and the Williams' Cooperage Co. of Poplar Bluffs, Mo., locked out in all about 300 members of two Federal Labor Unions, because they refused to work last Labor Day;

WHEREAS, These unions have only been organized about nine months and therefore are not entitled to financial aid from the funds of the American Federation of Labor;

WHEREAS, Representatives of the American Federation of Labor have used their best endeavors to adjust this matter with the officials of the concerns in question, but with no results, the companies refusing to reinstate the men involved, stating that under no consideration would they allow a union man to enter their employ;

RESOLVED, That this Convention extend to its locked out members at Poplar Bluffs their hearty appreciation of the efforts that are being made by them to bring these antagonistic concerns to their proper senses, and that immediate steps be taken to place the product of the above mentioned companies on the "We Don't Patronize" list, and that some practical support be given to the locked out members in order that a complete victory can be speedily brought about.

#### Committee on Boycotts.

Resolution No. 218.—By Delegate Edgar A. Perkins of the Indiana Federation of Labor:

WHEREAS, The Allied Metal Mechanics have protested against the issuance of a charter by the executive council of the American Federation of Labor to the Saw Grinders' Union of Indianapolis, claiming jurisdiction over the men working at this branch of the saw making industry; be it

RESOLVED, That the executive council be instructed to grant a charter to the saw grinders, conditioned on the sanction of the Saw Smiths' International Union.

#### Committee on Organization.

Resolution No. 219.—By Delegate E. C. Berry of the Tri-City Labor Congress:

WHEREAS, In 1898 a strike took place at the Rock Island Arsenal, in order to prevent discrimination against organized labor; and

WHEREAS, After a strike of two months' duration, an agreement was reached between the Secretary of War and the representatives of the organization involved, namely the International Association of Machinists, to the effect that all persons involved in said strike should be reinstated without discrimination; and

WHEREAS, Said agreement has not been recognized by the commandant at the Rock Island Arsenal, many men who took part in said strike being still barred from said arsenal;

RESOLVED, That the Executive Council take up this matter at once, and demand of the President of the United States that the agreement entered into be carried into

effect at once, and the men immediately reinstated.

#### Committee on Resolutions.

Resolution No. 220.—By Delegate Jacob G. Hoher of the International United Brotherhood of Leather Workers on Horse Goods:

WHEREAS, There are still many states in the United States and provinces in Canada, where leather horse goods are manufactured by convicts in the state institutions and prisons; and

WHEREAS, The label of the International United Brotherhood of Leather Workers on horse goods is the only symbol of true unionism and skilled labor; therefore be it

RESOLVED, That the twenty-third Convention of the American Federation of Labor re-endorse the label of the International United Brotherhood of Leather Workers on horse goods and request all unionists, especially the different teamsters, locals affiliated, to demand said label when purchasing or using horse goods; be it further

RESOLVED, That the secretary of the American Federation of Labor notify all affiliated teamsters' locals of this resolution.

#### Committee on Labels.

Resolution No. 221.—By Delegate John McNeil, Ed. Fox and David Malloy of Boilermakers' and Iron Shipbuilders':

WHEREAS, We, the Brotherhood of Boilermakers and Iron Shipbuilders of America desire to call attention of the delegates to the fact that the bridge and structural workers who are now affiliated with the American Federation of Labor have secured their charter without notifying our organization of same, contrary to Article 9, Section 11 of the constitution, that "No charter shall be granted by the American Federation of Labor to any national, international, trade or federal labor union, without a positive and clear definition of the trade jurisdiction claimed by the applicant, and the charter shall not be granted if the jurisdiction claimed is a trespass on the jurisdiction of existing affiliated unions, without the written consent of such unions." And believing the above section has not been lived up to, and knowing the advisability of a thorough understanding necessary between our craft and structural workers, we desire to have the Convention call a meeting of a committee from the Boilermakers and Structural workers to be held in order to draw up a demarcation line for both trades; therefore be it

RESOLVED, That the delegates assembled authorize a meeting to be held in the city of Chicago as above described, no later than December 1, 1903, and that a representative from the American Federation of Labor be present at the meeting.

#### Committee on Organization.

Resolution No. 222.—By Delegates John McNeil, Ed. Fox, Thos. Flynn and David A. Malloy, of Boilermakers and Iron Shipbuilders:

WHEREAS, We, the Boilermakers and Iron Shipbuilders, request that all lodges

of boilermakers and iron shipbuilders' helpers now under the jurisdiction of the American Federation of Labor be turned over to the Brotherhood of Boilermakers and Iron Shipbuilders. By those helpers holding their charters from the American Federation of Labor we, the boilermakers, have not the control over them in time of trouble with our employers necessary to make a success of our movement. We also contend that owing to the apprentice system in our trade being opposed by our employers, the helpers are practical men under instruction who are helpers today and will be boilermakers tomorrow. Consequently we claim they are part of our family and should be under the jurisdiction of our organization; therefore be it

**RESOLVED**, That all boilermakers and iron shipbuilders' helpers now holding their charters from the American Federation of Labor be turned over to the Brotherhood of Boilermakers and Iron Shipbuilders; and be it further

**RESOLVED**, That all charters issued in the future to boilermakers and iron shipbuilders' helpers must be secured from the Brotherhood of Boilermakers and Iron Shipbuilders of America.

#### Committee on Grievances.

**Resolution No. 223.**—By Delegate L. W. Quick of the Order of Railroad Telegraphers:

**WHEREAS**, The Amalgamated Association of Street and Electrical Railway Employees have admitted railroad telegraphers, working as such to their organization; and

**WHEREAS**, Such employees rightfully belong to the Order of Railroad Telegraphers; and

**WHEREAS**, Every endeavor has been made by the Order of Railroad Telegraphers to amicably adjust the matter by the appointment of a committee which met a like committee from the Amalgamated Association of Street and Electrical Railway Employees, but who were unsuccessful in accomplishing anything in this direction; therefore be it

**RESOLVED**, That the Amalgamated Association of Street and Electrical Railway Employees be and are hereby instructed and directed to turn over the membership of such railroad telegraphers to the Order of Railroad Telegraphers and to, in the future, refrain from admitting railroad telegraphers into their organization.

#### Committee on Grievances

**Resolution No. 224.**—By Delegates John McNeil, Ed. Fox, Thos. Flynn and David Malloy, of Boilermakers and Iron Shipbuilders:

**WHEREAS**, The United Metal Workers' International Union have been encroaching and endeavoring to further encroach upon the work of the Brotherhood of Boilermakers and Iron Shipbuilders of America with impunity and disregard for the principles of trade unionism and the doctrines of organized labor; and

**WHEREAS**, The members of said organization are taking the places of the members of the Brotherhood of Boilermakers and Iron Shipbuilders with longer hours of toil and less wages; and

**WHEREAS**, Said United Metal Workers' International Union are doing the work not

granted to them in their charter, they are now doing work in the city of Chicago, State of Illinois, such as building and erecting breechings, smoke consumers, brewery vats, coal hoppers, ash pans, and tanks of every description, leaving our craft virtually nothing; that they are not in direct competition with us; and

**WHEREAS**, Said United Metal Workers' International Union are now working at the following shops: Goetz & Flodin Copper & Iron Works, 109 Chicago avenue; Herman Steer Mfg. Co., 552-560 N. Halstead street; Link Belt Machinery Co., 30th street and Stewart avenue; and

**WHEREAS**, Members of United Metal Works International Union are now erecting coal hoppers on a job at Canal and 14th streets, ash pans at Kingsbury and Michigan streets, tanks at Citizens' Brewery, Archer avenue and Main street, the iron used on all such work running as high as five-eighths of an inch thick; and

**WHEREAS**, These men received at the rate of 25 cents per hour, 9 hours a day, and boiler makers receive on same work 40 cents per hour and 8 hours a day, the ratio applying on work in shops; and

**WHEREAS**, The Metal Bosses' Association of the city of Chicago have always showed a tendency to employ the cheapest labor; be it

**RESOLVED**, By the twenty-third Convention of the American Federation of Labor assembled that it revoke the charter of the United Metal Workers' International Union, they showing by their action that they are working to the detriment of the principles of organized labor.

#### Committee on Grievances.

**Resolution No. 225.**—By Delegate J. Frank O'Hare of Printing Pressmen and Assistants:

**WHEREAS**, The Allied Printing Trade Council of Boston and the various printing trade councils throughout the United States and Canada are endeavoring to have the label of the Allied Printing Trades Council placed on all printed books used in the public schools throughout the country; and

**WHEREAS**, We believe that every union man and woman should lend aid towards the success of this movement;

**RESOLVED**, That the American Federation of Labor endorses the movement, and the secretary is hereby requested to communicate with the secretaries of all national bodies and central labor unions affiliated with the American Federation of Labor and request them to assist in making the movement a success.

#### Committee on Labels.

**Resolution No. 226.**—By Delegate J. Barnes of Cigarmakers' International Union:

**RESOLVED**, That the Constitution be amended as follows: By adding to section 1, article 9, "provided that no lobby committee shall be maintained or money appropriated for such purpose."

#### Committee on Laws.

**Resolution No. 227.**—By Delegates Andrew C. Hughes and J. A. Cable of Coopers' International Union:

**WHEREAS**, The Ballard and Ballard Flour Milling Co. of Louisville, Ky., whose

president is also president of the Louisville Manufacturers' Association, whose methods in dealing with organized labor is counterpart with utterances and actions of President Parry of that Association; and

WHEREAS, The Coopers' International Union has placed this firm on the unfair list;

RESOLVED, That we, the delegates to the American Federation of Labor, in convention assembled, do hereby heartily endorse the attitude of the coopers in the struggle and determine to give them the loyal support of organized labor.

#### Committee on Boycotts.

Resolution No. 228.—By Delegate John W. Browning of the Meadville, Pa., Central Labor Union:

WHEREAS, The progress of organization is retarded through the indiscrimination of race, etc.; be it

RESOLVED, That we recommend that more attention be paid to the usefulness of the worker and a more thorough understanding reached of the consequences of retarding the movement and producing a condition where possible competition may exist.

#### Committee on Resolutions.

Resolution No. 229.—By Delegate James Savage of Mercer County Central Labor Union:

WHEREAS, The New Jersey Church and School Furniture Co. has discharged all organized labor formerly employed by said company; and

WHEREAS, Committees from the Mercer County Central Labor Union have made numerous attempts to adjust the difficulty; and

WHEREAS, The said company has ignored all offers and refused to recognize any labor organization; therefore be it

RESOLVED, That this twenty-third annual convention of the American Federation of Labor, in session assembled, declares this said New Jersey Church and School Furniture Co. of Trenton, N. J., unfair to organized labor.

#### Committee on Boycotts.

Resolution No. 230.—By Delegate James Savage of Mercer County Central Labor Union:

WHEREAS, The corporation known as John A. Roebling & Sons Co., has refused to recognize organized labor and has used every means to disrupt the labor unions of the building trades section; and

WHEREAS, The said corporation is now having their work done entirely by cheap and non-union labor; and

WHEREAS, The Mercer County Central Labor Union has used every honorable means to have the said corporation place union men in its employ and have been ignored;

RESOLVED, That this twenty-third annual convention of the American Federation of Labor declare the John A. Roebling & Sons Co. unfair to organized labor.

#### Committee on Boycotts.

Resolution No. 231.—By Delegate B. F. Healey of Vermont.

WHEREAS, The labor movement in our state is now in its infancy and that the

sentiment of the wage earners is in such a condition that an organizer coming from the American Federation of Labor would be of great advantage to us; and

WHEREAS, As our wage earners are cosmopolitan and in need of organization; therefore be it

RESOLVED, That the Executive Council of the American Federation of Labor be instructed to send to the state of Vermont an organizer able to speak the Polish and English languages.

#### Committee on Organization.

Resolution No. 232.—By Delegate W. S. Harris of Savannah Trades and Labor Assembly:

RESOLVED, That the American Federation of Labor request of every National union to incorporate into their constitution a law compelling all the local unions affiliated to attach themselves to the city central body where they are located.

#### Committee on Resolutions.

Resolution No. 233.—By Delegate John Keyes of Shipwrights' Union:

WHEREAS, The system of electing our federal officers is not in conformity with the spirit of the voice of the people, being heard; be it

RESOLVED, That this Convention be placed on record as being in favor of the election of president, vice-president, and all the officers making up the cabinet be by the direct vote of the people; furthermore be it

RESOLVED, That the supreme judges, the attorney-general and senators of the several states be elected by a direct vote of the people.

#### Committee on Resolutions.

Resolution No. 234.—By Delegate James H. Cunliffe of International Association of Glass House Employees:

WHEREAS, There are in the neighborhood of 5000 unorganized men in the glass factories of the United States; and

WHEREAS, The International Association of Glass House Employees is not financially able to place an organizer in the field to thoroughly organize these men; therefore be it

RESOLVED, That the American Federation of Labor at this twenty-third annual convention at Boston, Mass., place an organizer in the field for a period of eight months to more thoroughly organize the International Association of Glass House Employees.

#### Committee on Organization.

Resolution No. 235.—By Delegate Mike J. Donovan of the Pawtucket, R. I., Central Labor Union:

WHEREAS, By a division of the Executive Council of the Federation of Labor the Insurance Agents' Unions of this country have been refused American Federation of Labor charters, on the untenable ground that insurance agents are not wage workers; be it

RESOLVED, That this convention recognize the Insurance Agents as wage-workers and order the Executive Council to grant them charters.

#### Committee on Organization.

Resolution No. 236.—By Delegate James F. Carey of Boot and Shoe Workers:

**RESOLVED**, That we, the delegates to the American Federation of Labor, in convention assembled, declare for the collective ownership and operation of the means of production and distribution and the right of the workers to the full product of their labors.

**Committee on Resolutions.**

**Resolution No. 237.**—By Delegate Andrew Furuseth of International Seamen's Union:

**WHEREAS**, Our greed for sovereignty over the country through which the inter-oceanic canal must pass has already caused this country to disregard the sovereignty of sister republics in Central America;

**WHEREAS**, The building of such a canal must inevitably lead to the annexation of all the territory between our Mexican border and such canal in order that it may be at all times defended; therefore

**RESOLVED**, That this Convention of the American Federation of Labor emphatically protest against the building of such a canal as inevitably leading to such interference.

**Committee on Resolutions.**

**Resolution No. 238.**—By Delegate W. S. Harris of Savannah Trades Association:

**RESOLVED**, That the American Federation of Labor appoint a special organizer to organize the coast district of the state of Georgia, and that he be a resident of that district who understands the conditions.

**Committee on Organization.**

**Resolution 239.**—By Delegate Jno. J. Morris of Amalgamated Glass Workers' International Association:

**WHEREAS**, The Amalgamated Glass Workers' International Association of America has made every effort to bring about a settlement of the strike in the establishments of the Metropolitan Mirror Manufacturers' Association of New York city, the J. B. Mason & Co., the Louisville Silvering and Beveling Co. of Louisville, Ky., the Pittsburg Plate Glass Co., the Cincinnati Silvering and Beveling Co., and the Western Silvering and Beveling Co. in Cincinnati;

**WHEREAS**, These firms absolutely refuse to grant our demands and recognize the Amalgamated Glass Workers' International Association of America; therefore be it

**RESOLVED**, That the above-named firms be placed on the unfair list of the American Federation of Labor.

**Committee on Boycotts.**

**Resolution No. 240.**—By Delegates W. O. Powell, H. C. Buckley and C. Harry Hoke of Shirt, Waist and Laundry Workers' International Union:

**WHEREAS**, The Shirt, Waist and Laundry Workers' International Union has endeavored to organize the shirt-making and laundry trade, and to create a demand for its union label; and

**WHEREAS**, President Samuel Gompers and the Executive Council of the American Federation of Labor have, by their assistance, which is highly appreciated, made it possible for the Shirt, Waist and Laundry Workers' International Union to send

out organizers in different cities of the United States to organize new locals and to strengthen those in existence, also to agitate for its union label; and

**WHEREAS**, It is absolutely necessary for the Shirt, Waist and Laundry Workers' International Union to again send out an other organizer, but the organizing fund is so limited that it cannot afford to do this of itself; therefore, that the Shirt, Waist and Laundry Workers' International Union be placed on a substantial footing; be it

**RESOLVED**, That the American Federation of Labor in its twenty-third annual convention request the Executive Council to assist the Shirt, Waist and Laundry Workers' International Union in sending out an organizer in the field for a time not to exceed four months.

**Committee on Organization.**

**Resolution No. 241.**—By Delegate Charles Lavin of Central Labor Union, Wilkes-barre, Pa.:

**WHEREAS**, There are many local unions of national and international organization not affiliated with the nearest central body as provided for in the Constitution of the American Federation of Labor, and as the apathy or neglect on the part of those local unions should be taken notice of by the parent bodies; therefore be it

**RESOLVED**, That national and international unions do incorporate in their constitutions a clause to the effect that any local union not in good standing in the nearest central when possible shall also be considered delinquent to its national or international body, thereby harmonizing with the fundamental principles of the American Federation of Labor.

**Committee on Resolutions.**

**Resolution No. 242.**—By Delegates Otto Gaestel, Louis Kemper, E. F. Ward, Fred Lapp of International Union United Brewery Workers:

**WHEREAS**, The International Union of the United Brewery Workmen was chartered in the year of 1886 under the title "Journeymen Brewers' Union;" and

**WHEREAS**, On March 4th, 1887, on application of the Brewery Workers' Union a new charter was issued to said body under the title of "United Brewery Workers Union of the United States," thereby extending their jurisdiction over all employees of breweries; and

**WHEREAS**, The official booklet of the American Federation of Labor entitled, "Instructions to Organizers," contains the following in reference to the International Union of United Brewery Workers of America, viz.: "All brewery workers are eligible to membership in this organization, with the exception of foremen, bosses and office help. Charters are granted to ten or more brewery workers"; and

**WHEREAS**, The Brewery Workers have since the issuing of said charter, organized all branches of the brewing industry, including brewers, drivers, bottlers, freight handlers, malsters, engineers, firemen, stablemen, oilers and helpers, in fact all help not excepted, as per instructions to organizers; therefore be it

**RESOLVED**, That it is the sense of this convention that the jurisdiction granted by charter issued March 4th, 1887, and since

extended in order to cover all America, be hereby reaffirmed and permanently established.

#### Committee on Organization.

Resolution No. 243.—By Delegates Hank and Butterworth of International Brick, Tile and Terra Cotta Workers:

WHEREAS, The International Brick, Tile and Terra Cotta Workers' Alliance was forced to declare a strike against the Harblison & Walker Refractory Co. with office located in Pittsburgh, Pa., to protect its 5000 members working for said company; and

WHEREAS, This company has refused to consider at any time the grievances of its employees before or after said strike was called, and like the immortal Baer said, there was nothing to consider or arbitrate, but robbed the slums of Europe and America of their denizens and brought them into the mountains of Pennsylvania, Ohio and Kentucky, protected them by high board fences and coal and iron police; and

WHEREAS, The International Brick, Tile and Terra Cotta Workers' Alliance has appealed to all organized labor for their moral and financial assistance, said appeal being indorsed by the Executive Council of the American Federation of Labor;

RESOLVED, By this Convention that all organized labor and affiliated organizations are hereby again requested to render such assistance as lies within their power to give to the international organization in this their fight for liberty and justice against the Harblison & Walker Refractory Company.

#### Committee on Resolutions.

Resolution No. 244.—By Delegates Hank and Butterworth of International Brick, Tile and Terra Cotta Workers:

RESOLVED, by the twenty-third annual Convention of this Federation that whenever members of more than one organization are employed in any workshop and when a member of one organization secures work coming under the jurisdiction of another organization it is the sense of this Federation that in such cases there be adopted an exchange of cards between these organizations and the Executive Council is hereby requested to use its good offices with such organizations to adopt such rule.

#### Committee on Resolutions.

Resolution No. 245.—By Delegates Hank and Butterworth of International Brick, Tile and Terra Cotta Workers:

WHEREAS, The Harblison & Walker Refractories Company, manufacturers of fire brick in the states of Pennsylvania, Ohio and Kentucky, with brick plants located in the following named cities, namely—Gramplan, Clearfield, Woodland, Phillipsburg, Retort, Blandbury, Mill Hall, Lock Haven, Monument, Fahrendville, Flemington, Mount Union, Pittsburg, Johnstown, Dean, Faunce, Morgan Run, Queen's Run, Benetzett, Clarion and Marshall, Pa.; Portsmouth, Scitoville and South Webster, Ohio; Fire Brick and Olive Hill, Kentucky; discharge the officers of the Brick Tile and Terra Cotta Workers' Union for

no other reason than being members of said unions; and

WHEREAS, The International Brick Tile and Terra Cotta Workers' Alliance was forced to declare a strike against this company to protect its local union and members thereof, who are now on strike for seven (7) months and need the assistance of all organized labor in their battle for liberty against the tyrannical action of this company who claim that its employees have no right to belong to a labor organization, but requests that they patronize the company store and live in the company houses; and

WHEREAS, Said company has refused to meet any committee of the above named organization, Civic Federation or other labor organizations, to effect a settlement; therefore be it

RESOLVED, By the twenty-third annual Convention of the American Federation of Labor, held in the city of Boston, that all brick manufactured by the Harblison-Walker Refractories Co. are hereby declared unfair. The following are the brands used on the fire brick: Benetzett, Roman Italics, Bridge Blocks, Clarion, No. 2 Sar, Crown Ring Wall, Bolton File, Bevel Corner, Square Cover, Arch Cover, Seemans Shapes, Woodland, Ky Steel, Solid Crown, Steel Crown, Jenkins, Anglo Saxon, G1, G2, G3, G4, A1, A2, A3, A4, E, A & B, G-A15, A20, 18A15, 18A20, 20A15, 15A15, P J P, Chrome, Magnesite, Silicia. All pressed brick are branded Anglo Saxon, R Jenkins, Franklin, Crown, Silgo, Steel, Crown, Solid Crown.

RESOLVED, That the Executive Council request all affiliated organizations not to handle or use any of the above named brands manufactured by the Harblison-Walker Refractories Company and place said company on the "We Don't Patronize" list of the American Federation of Labor.

#### Committee on Boycotts.

Resolution No. 246.—By Delegate R. E. Currie of Utah Federation of Labor:

WHEREAS, The Western Federation is making wonderful strides in our state in organizing the unorganized classes and taking from us unions that we believe belong to us, and all due to the fact that the Western Federation of Labor has paid organizers in the field, and we believe we are justified in asking the American Federation of Labor to place a paid organizer in Utah to be named by the Utah Federation of Labor; therefore be it

RESOLVED, That a paid organizer be appointed for the state of Utah for six months, to be recommended by the Utah Federation of Labor.

#### Committee on Organization.

Resolution No. 247.—By Delegate George E. Vincens of Central Labor Union of Springfield, Mass.:

RESOLVED, That the Incoming Executive Council of the American Federation of Labor be and is hereby directed to order all organizers of the American Federation of Labor to give their special attention to the work of organizing the tobacco strippers of the United States and Canada.

#### Committee on Organization.

Resolution No. 248.—By Delegate George

W. Brandon of Trades and Labor Council of Leavenworth, Kansas:

WHEREAS, The question of jurisdiction has arisen between United Mine Workers' Union of America (Local 1858) and the International Union of Steam Engineers (Local No. 65) of Leavenworth, Kansas; and

WHEREAS, The trades and labor council of that city have seen fit to sustain the engineers in a grievance brought before that body in the form of a resolution by adopting same and asking United Mine Workers to rescind their action, being contrary to the principles and rulings of the American Federation of Labor; therefore be it

RESOLVED, That we, petition the American Federation of Labor, in convention here assembled, to sustain the trades and labor council of Leavenworth, Kansas, in their stand taken against the encroachment of one trade on another.

#### Committee on Grievances.

Resolution No. 249.—By Delegate Geo. C. Campbell of Tri-City Labor Congress of Clinton and Lyons, Ia., and Fulton, Ill.:

WHEREAS, For a number of years the American Federation of Labor has at considerable expense kept at each session of Congress a lobby at Washington, D. C., in the interest of the working class, and although some benefits have been derived, yet not as much as would have been if candidates for Congress and state legislatures had been questioned and pledged, if elected, to support certain measures in which wage workers are vitally interested; and

WHEREAS, In the State of Iowa, where such questions and pledging has been done, candidates have been elected favorable to legislation in behalf of the working people; therefore be it

RESOLVED, That this convention recommends the selection by each central body in every State of our Union of a committee on law and legislation, whose duty it shall be to submit questions to candidates as to how they will vote on questions affecting labor, and give publicity to the same, to the end that candidates elected who violate their pledges may be buried in the political oblivion they deserve; and be it further

RESOLVED, That this convention suggests to central bodies that, where funds will admit, they appoint a member of their body (to work in conjunction with legislative committee of State branches) at State legislatures to work for the passage of such laws as shall be of benefit to the workers and the community, and approve a solid front to obnoxious legislation.

#### Committee on Resolutions.

Resolution No. 250.—By Delegates Geo. Mackey and James F. FitzGerald of Paper Makers:

WHEREAS, The paper makers of Holyoke, Mass., have lately ended a long and expensive struggle for the betterment of the conditions of this craft in the city of Holyoke; and

WHEREAS, This strike was of such long duration that it exhausted the treasury of the locals as well as the international; and

WHEREAS, This organization has contracted an indebtedness of \$8000, caused by the inability of our organization to take

proper care of the 4500 members who were on strike; therefore be it

RESOLVED, That the Incoming Executive Board of the American Federation of Labor do, and is hereby instructed to, render all possible assistance both financially and morally.

#### Committee on Resolutions.

Resolution No. 251.—By Delegate Harry Gurr of Oregon State Federation:

WHEREAS, The Oregon State Federation of Labor and the Federated Trades Council of Portland, Oregon, did in times past request and recommend to the president and Executive Council of the American Federation of Labor the appointment of a paid organizer for Oregon, and their request and recommendation was acquiesced in; and

WHEREAS, Time and opportunity have proven the unfitness of the organizer so recommended and appointed, and the Oregon State Federation and the Federated Trades Council of Portland, Oregon, have by resolution requested the removal of this organizer by the president and Executive Council of the American Federation of Labor without success; and

WHEREAS, These efforts having been unsuccessful, the Oregon State Federation and Federated Trades of Portland, Oregon, have instructed the official representative of the Oregon State Federation to offer this resolution; therefore be it

RESOLVED, That the president and Executive Council of the American Federation of Labor be instructed to remove the present incumbent as organizer for the American Federation of Labor in Oregon, and that his certificate be revoked.

#### Committee on Organization.

Resolution No. 252.—By Delegate Geo. E. Vincens of Central Labor Union of Springfield, Mass.:

RESOLVED, That Art. XI be amended by striking out the word "five" in seventh line of section 1 and inserting "nine and one-half cents"; that there be added after word "lockout" in ninth line, section 1, "provided, however, that local trade unions and federal labor unions who do not care to enjoy the benefits of the defence fund shall only be required to pay one-half of one cent per member per month."

#### Committee on Laws.

Resolution No. 253.—By Delegate John Barrett of Trade and Labor Council of Lowell, Mass.:

WHEREAS, In view of the fact that there are many thousands of mill operatives unorganized in the State of Massachusetts, namely, the cotton workers, woolen workers, firemen, carpenters, engineers, painters, machinists and many other crafts in textile cities and towns; therefore be it

RESOLVED, That we, the delegates of the twenty-third annual convention, assembled in the city of Boston, do instruct our Incoming Executive Board to appoint an organizer conversant with the textile industry to endeavor to organize these crafts.

#### Committee on Organization.

Resolution No. 254.—By Delegates of International Brotherhood of Teamsters:

WHEREAS, There was of recent date a charter issued to the Brotherhood of Railway Expressmen of America by the Executive Council of the American Federation of Labor; and

WHEREAS, Said organization has by reason of accepting to membership therein drivers of teams, and by so doing have spread their influence to such an extent that all drivers engaged in similar work are intimidated and coerced into joining said organization through its local unions, and furthermore, in several instances have completely disrupted several local unions that were affiliated with the former Team Drivers' International Union and the Teamsters National Union, and we fully agreeing in the belief that all drivers of vehicles of any and all descriptions can and will have better protection through affiliation direct with the organization of their craft; therefore be it

RESOLVED, That this convention instruct the Brotherhood of Railway Expressmen to at once issue transfer cards to all drivers who are now members thereof to the International Brotherhood of Teamsters; and be it further

RESOLVED, That this convention request said brotherhood to conform to the laws of the American Federation of Labor, and the instructions of the Executive Council thereof in this matter.

#### Committee on Grievances.

Resolution No. 255.—By Delegates of International Brotherhood of Teamsters:

WHEREAS, There is known to exist and is affiliated with the American Federation of Labor an organization known as the United Brewery Workmen of America; and

WHEREAS, Said organization has issued charters to, and accepted to membership, local unions of beer wagon drivers, whose vocation is identical with that of the International Brotherhood of Teamsters; and

WHEREAS, We believe that the interests of all wage earning teamsters can best be conserved by and through affiliation with the organization of their craft; therefore be it

RESOLVED, That this convention take such action as will tend to compel the United Brewery Workmen's International Union and through their proper officials to instruct their local unions to surrender by transfer card all drivers now members of said local unions to the International Brotherhood of Teamsters; and be it further

RESOLVED, That the United Brewery Workmen's International Union be instructed to cause such transfer cards to be issued at the very earliest possible date.

#### Committee on Grievances.

Resolution No. 256.—By Delegate H. S. Whitman of Federal Labor Union No. 10,334:

WHEREAS, The Art Metal Construction Company of Jamestown, New York, on August 21st, 1903, locked out the members of Steel Cabinet Workers' Union, No. 7294, Japanners and Finishers' Union, No. 9039, and after repeated attempts on behalf of the American Federation of Labor to adjust the difficulty, the Art Metal Construction Company refused to treat in any manner with the Unions; and

WHEREAS, The New York State Federation of Labor and the Jamestown central body has endorsed the action of said unions in declaring the Art Metal Construction Company of Jamestown, New York, unfair to organized labor;

RESOLVED, That this Convention endorse the action of the New York State Federation of Labor and Jamestown central body and places the Art Metal Construction Company of Jamestown, New York on the unfair list of the American Federation of Labor.

#### Committee on Boycotts.

Resolution No. 257.—By Delegate F. H. Murray and Charles Sold of Piano and Organ Workers' International Union of America:

WHEREAS, The design of the label of the Piano and Organ Workers' International Union of America has been changed since the last convention of the American Federation of Labor; and

WHEREAS, The label of the Piano and Organ Workers International Union of America was endorsed at previous conventions of the American Federation of Labor as the label designating the product of union labor on pianos, organs and musical instruments; be it

RESOLVED, That the new design (a fac-simile here reproduced) be endorsed by the American Federation of Labor as the only label on pianos, organs, and musical instruments (except brass instruments) indicative of union conditions.

#### Committee on Labels.

Resolution No. 258.—By Delegates D. J. Downy, C. D. Wheeler, H. C. Kurtin, of Amalgamated Sheet Metal Workers' International Alliance:

WHEREAS, The constitution of the Amalgamated Sheet Metal Workers, International Alliance provides they shall have jurisdiction over branches of Sheet Metal work including coppersmiths; and

WHEREAS, such claims of jurisdiction have been filed and allowed by the American Federation of Labor; and

WHEREAS, The United Metal Workers International Association have granted charters in Boston and elsewhere to coppersmiths in direct violation of said claims of the Amalgamated Sheet Metal Workers' National Alliance; therefore be it

RESOLVED, That the president of the American Federation of Labor be instructed to notify said United Metal Workers' Association to revoke the charters of said locals and all sheet metal workers admitted to membership be required to affiliate with the Sheet Metal Workers' International Alliance; and be it further

RESOLVED, That in the event of the United Metal Workers' Association failing to comply therewith the charter of the United Metal Workers' Association shall be revoked by the American Federation of Labor.

#### Committee on Grievances.

Resolution No. 259.—By Delegates P. J. Downy, C. D. Wheeler, H. C. Kurtin of Amalgamated Sheet Metal Workers International Alliance:

WHEREAS, The members of Sheet Metal Workers Local Union No. 10 of New York City have been locked out for the past four months owing to their refusal

to sign the plan of arbitration submitted by their employers; and

WHEREAS, President Gompers and Vice-Pres. Duncan visited New York for the purpose of investigating the conditions existing in the building trades and after a thorough investigation made the following recommendation on October 13, 1903,

1. That the building trades unions which have either been locked out or have been on strike because of their refusal to sign the "plan of arbitration," agree thereto. (2) That the building trades unions which have signed the agreement insist upon the disbandment of such organizations which have been instituted recently as rivals to the bona-fide and duly constituted unions of the trade. (3) That the unions affected exercise leniency and afford easy terms upon which those may return who were members and who have become members of rival organizations, and that those who have not been members of the bona-fide unions so affected may be afforded the opportunity of membership upon the same terms as other non-union applicants: (4) That the building trades unions, parties to the "plan of arbitration," meet by bona-fide representatives at regular times for the consideration of such matters as affect them and which tend to promote the general interests of the men in the building trades and to all labor; and

WHEREAS, In compliance with the above recommendation of Pres. Gompers and Vice-Pres. Duncan, Local Union No. 10 appointed a committee of five with full power to act in the settlement of the trouble existing between the union and the Employers' Association, and at a conference with a committee from Employers' Association, Tuesday, October 30, 1903, a committee from Local Union No. 10 submitted the proposition: that we would sign the arbitration plan as adopted by them July 3d, 1903, and further, we would take back all members who had seceded from the union and place them on the records of the union as they were before seceding and take in the members of the new union who had not been members of Local Union No. 10 for the regular initiation fee of fifty dollars (\$50.00), provided they could pass the examining board of the union; and

WHEREAS, Said proposition was rejected by the Employers; therefore be it

RESOLVED, That this convention of the American Federation of Labor endorse the recommendation of Pres. Gompers and Vice-Pres. Duncan and request the Executive Officers of all national and international unions affiliated with the American Federation of Labor to instruct those local unions in New York city who have signed the plan of arbitration to immediately take steps to put said recommendation in effect.

#### Committee on Resolutions.

Resolution No. 260.—By Delegates P. McMahon, Frank B. Monaghan and J. J. Glass of International Union of Steam Engineers:

WHEREAS, The Cincinnati Central Labor Union has refused to seat the delegates of Labor Union 18 of the International Union of Steam Engineers in defiance of the repeated instructions of the Executive

Council of the American Federation of Labor; therefore be it

RESOLVED, That the charter of the Central Labor Union of Cincinnati is hereby revoked and withdrawn until such time as they seat the delegates from the above mentioned Local Union 18 of the International Union of Steam Engineers.

Committee on Local and Federated Bodies.

Resolution No. 261.—By Delegate E. J. Roche of Central Labor Union of Washington, D. C.:

WHEREAS, There exists in the Central Labor Union of Washington, D. C., a Building Trades section; and

WHEREAS, It became necessary to call out a number of trades connected with said section to protect several crafts in their attempts to further strengthen their locals and among the crafts called off in support were three local unions of the United Brotherhood of Carpenters and Joiners of America; and

WHEREAS, The local members of the Amalgamated Society of Carpenters and Joiners have placed their men on this work; therefore be it

RESOLVED, By this Convention that we condemn such action and we declare them strike breakers.

Committee on Grievances.

Resolution No. 262.—By Delegate James Sheehan of Milwaukee Federated Trades Council:

WHEREAS, Food, raiment and shelter are the three fundamental essentials to the perpetuation of life itself; and

WHEREAS, It so logically follows that those who control the means by which these essentials are produced, and distributed, control and shape the lives of the workers; therefore be it

RESOLVED, That all of the means of production and distribution must be socially used in the joint interest of society as a whole.

Committee on Resolutions.

Resolution No. 263.—By Delegate William J. Looney of Bookbinders:

WHEREAS, Considerable agitation has been carried on in reference to the absence of the Allied Printing Trades Council union label on school and college text books of the various cities and states; and

WHEREAS, The confederation of the American Federation of Labor is now meeting in a city wherein the firms of Houghton & Mifflin, of the Riverside Press, The University Press and Glinn & Co., large manufacturers of these books, are located; therefore be it

RESOLVED, That a special committee of five be appointed to call on these firms to endeavor to have them organize their plants and use the union label on their product; and be it further

RESOLVED, That this committee report back to this Convention before adjournment.

Committee on Organization.

Resolution No. 264.—By Delegates of Cigar makers' International Union:

WHEREAS, The firm of Boltz Clymer & Co., cigar manufacturers of Philadelphia, Pa., persists in employing strike breakers and have spurned all overtures looking to



wards an amicable settlement of the difficulties between them and their late employees, who are members of the Cigar Makers' International Union of America;

WHEREAS, The said firm and its products have been placed on the unfair list by the Cigarmakers International Union of America; therefore be it

RESOLVED, That the firm of Boltz Clymer & Co., cigar manufacturers of Philadelphia, Pa., be placed on the unfair list by the American Federation of Labor.

Committee on Boycotts.

Resolution No. 265.—By Delegates E. J. O'Neill and S. G. Fosdick of Denver Trades Assembly:

WHEREAS, It is our experience that in the city of Denver and vicinity there are at present existing unions claiming jurisdiction by virtue of industrial organizations which are affiliated with the American Federation of Labor, namely, Brewery Workers, No. 44, Beer Drivers No. 58, Bottlers and Drivers No. 60; these said unions claiming jurisdiction over Engineers and Firemen to the detriment of the International Engineers' Union No. 1, also International Brotherhood of Stationary Firemen No. 140; and

WHEREAS, Demand has been made upon Brewery Workers Unions for the surrender of the engineers and firemen to their respective craft organizations; and

WHEREAS, Such demand has been treated with contempt by said Brewery Workers' Unions; therefore be it

RESOLVED, By the Denver Trades Assembly, affiliated with the American Federation of Labor, that we request the Convention of the American Federation of Labor to settle at once and for all time the question of craft autonomy.

Committee on Grievances.

Resolution No. 266.—By Delegate John S. Henry of International Wood Carvers Association:

WHEREAS, Continued friction is occurring from time to time over jurisdiction of work; and

WHEREAS, The Amalgamated Wood Workers have wood carvers in their organization, thereby creating a dual organization; therefore be it

RESOLVED, That the Amalgamated wood workers cease taking wood carvers into their organization and transfer all wood carvers in their organization at the time to the organization of their trade, The International Wood Carvers Association.

Committee on Grievances.

Resolution No. 267.—By Delegates G. A. Tveitmo and F. G. Congenback of American Brotherhood of Cementworkers:

WHEREAS, The constitution of the American Brotherhood of Cementworkers, as approved by the Executive Council of the American Federation of Labor, provides that all the cement and concrete construction work and the framing for the same comes under the jurisdiction of the aforesaid brotherhood; and

WHEREAS, A large number of local cement worker unions chartered by the American Federation of Labor prior to the organization of the International Building Laborers Union were granted and have en-

joyed for years the trade jurisdiction now conceded to the American Brotherhood of Cementworkers; and

WHEREAS, The International Building Laborers Union and its locals, notably in the cities of Chicago and St. Louis have encroached upon the trade jurisdiction conceded the American Brotherhood of Cementworkers; therefore be it

RESOLVED, By the American Federation of Labor in its twenty-third annual convention regularly assembled that the International Building Laborers Union be and is hereby instructed to refrain from encroaching and to cause all its local unions to cease trespassing upon the established and recognized trade jurisdiction as set forth in the constitution of the American Brotherhood of Cementworkers.

Committee on Grievances.

Resolution No. 268.—By Delegates James Duncan, F. J. Lyons, W. J. O'Brien of Granite Cutters' National Union:

WHEREAS, The laborers and mechanics employed on government works since 1969 have since 1872 been actively engaged in an effort to secure pay for overtime made by them in the belief that they would receive pay for the same, and believing that these claims are perfectly just and well founded; it is therefore

RESOLVED, That section two of the deficiency appropriation act, approved May 18, 1872 (Seventeenth Statutes at Large, page 134), is hereby revived and continued in force and made applicable to all labor performed in excess of eight hours per day by all laborers, workmen and mechanics employed by or on behalf of the Government of the United States since the 19th day of May, 1861, the date of the proclamation of the President concerning such pay; said claims to be adjudicated by the Court of Claims upon the basis prescribed in and by said section, and judgments to be rendered for extra pay in proportion to the increase of hours of labor wherever more than the legal day's work of eight hours was performed"; and

RESOLVED, That the American Federation of Labor, as a body, recommends to Congress the favorable consideration of these claims, and directs its officers or committees in charge of legislation to give their best efforts to the passage of legislation having for its object the relief of these claims.

Committee on Resolutions.

Resolution No. 269.—By Delegate James Duncan of Granite Cutters National Union:

RESOLVED, That the best interests of labor require the admission of women to full citizenship as a matter of justice to them, and as a necessary step towards ensuring and raising the scale of wages for all.

Committee on Resolutions.

Resolution No. 270.—By Delegates of International Typographical Union:

RESOLVED, That the American Federation of Labor believes that:

(1). The voters of each state ought to have the power to submit constitutional amendments by petition to the referendum.

(2). That the right of the people to change their constitution and enact laws by petition and vote, is a clear, unques-

tionable and vital right, which must be attained before any reform of present conditions is possible.

(3). That the present monopoly of the law-making business by the legislatures of the various states is the source of all the forms of monopoly that oppress labor and rob the public.

Therefore the state branch of the American Federation of Labor in each state is hereby instructed to petition the legislature for a change in the constitution, providing for the submission to the people of constitutional amendments on petition of voters.

#### Committee on Resolutions.

Resolution No. 271.—By Delegates of International Typographical Union:

WHEREAS, There is apparent division among the trade unions of the West, which differences are largely caused by misunderstandings of the purpose of the American Federation of Labor to bring about solidarity in the trade union movement; therefore be it

RESOLVED, That this convention elect a committee of three delegates to visit the next conventions of the organizations known as the American Labor Union and the Western Federation of Miners for the purpose of bringing about an amalgamation of such organizations and their affiliated bodies with the American Federation of Labor.

#### Committee on Resolutions.

Resolution No. 272.—By Delegates Chas. E. Langlands, John M. Stephens of Wood, Wire and Metal Lathers:

WHEREAS, An organization known as the National Building Trades Council of America, not affiliated with the American Federation of Labor, has laid claim to having proposed a fraternal affiliation with the American Federation of Labor, same having been ignored by the American Federation of Labor; therefore be it

RESOLVED, That the American Federation of Labor do, through its proper officers, endeavor to secure the affiliation of said National Building Trades Council, either on a basis as proposed, or some other method, to the end that we have unity of all labor organizations, without which progress is slow and justice and equality meted out by degrees.

#### Committee on Building Trades.

Resolution No. 273.—By Delegates John M. Stephens and Chas. E. Langlands of Wood, Wire and Metal Lathers:

WHEREAS, In the past year organized labor in many of the large cities of the country have been grossly imposed upon by a number of carnival shows, who have through central bodies given exhibitions which have resulted disadvantageously to the movement wherever given, not only proving a financial loss, but in every instance dissension in the ranks; therefore be it

RESOLVED, By the American Federation of Labor in convention assembled, that the incoming Executive Council shall issue an official letter to all central bodies, warning them against making contracts for exhibitions by these carnival shows, and

the same be published in the Federationist, so that he who runs may read.

#### Committee on Resolutions.

Resolution No. 274.—By Delegate M. J. Vollmer of International Jewelry Workers of America:

WHEREAS, The Manufacturers' Association of Jewelers and Silversmiths are infringing upon the rights and liberties of employes by prohibiting them from becoming members of a labor organization; and

WHEREAS, This is unconstitutional and against the principles of the United States; be it

RESOLVED, That the Executive Council of the American Federation of Labor take necessary proceedings to present same to Congress.

#### Committee on Resolutions.

Resolution No. 275.—By Delegate John P. Frey, Iron Molders' Union of North America:

WHEREAS, Convicts are employed in molding the castings used in making seals in direct competition with union molders; and

WHEREAS, The Iron Molders' Union of North America have a label for the purpose of designating union made castings;

RESOLVED, That the incoming officers of the American Federation of Labor be instructed to purchase only such seals as bear the label of the Iron Molders' Union of North America.

#### Committee on Labels.

Resolution No. 276.—By Delegate John Bradley of Iron Molders' Union of North America:

WHEREAS, The firm of Brown & Sharp of Providence, R. I., has been declared unfair to organized labor and their products placed upon the unfair list of the American Federation of Labor, which fact does not seem to be generally known among those trades that use their products, namely, barbers, carpenters, machinists, etc.; and

WHEREAS, The Executive Board of the Iron Molders' Union of North America has decided to co-operate with the Machinists' International Union and all other trades in advertising their goods as unfair;

RESOLVED, That this convention devise a more effective method of advertising among all organized trades that the said Brown & Sharp Co.'s products are unfair.

#### Committee on Boycotts.

Resolution No. 277.—By H. D. Call of Amalgamated Meat Cutters and Butcher Workmen of North America:

WHEREAS, The American Federation of Labor has in the past placed itself upon record as being opposed to Sunday work; and

WHEREAS, There are now members of local unions affiliated with the American Federation of Labor who demand that members of the Amalgamated Meat Cutters and Butcher Workmen of North America after working 67 hours during the week shall work five hours on Sunday; therefore be it

RESOLVED, That the American Federation of Labor in convention assembled do condemn the said action and pledge the

support of this body to the butcher workmen in securing one day's rest in seven.

Committee on Resolutions.

Resolution No. 278.—By Delegate Cotter of United Gold Beaters' National Union of America:

WHEREAS, The New Orleans Convention of the American Federation of Labor endorsed the label of the Gold Beaters' National Union and appealed to all affiliated organizations to use the same; be it

RESOLVED, That the twenty-third annual convention of the American Federation of Labor hereby reaffirm the endorsement and appeal.

Committee on Labels.

Resolution No. 279.—By Delegate Jere Cotter of Gold Beaters' National Union of America:

WHEREAS, The Hastings Company of Philadelphia, Pa., which also comprises the Kemp Company of New York city, gold leaf manufacturers, have been placed upon the unfair list by the twenty-second annual convention of the American Federation of Labor; and

WHEREAS, The afore-mentioned concern has forced its employees to be organized into the Knights of Labor, which so-called organization supplied the said concern with an alleged label similar to that used by the Gold Beaters' National Union of America; be it

RESOLVED, That this twenty-third annual Convention hereby call upon organized labor in general and the Brotherhood of Painters and Decorators, Brotherhood of Bookbinders, Gilders, Sign Writers, Carriage Workers, and Tip Printers in particular to only use the gold leaf containing the label of the Gold Beaters' National Union of America, affiliated with the American Federation of Labor.

Committee on Labels.

Resolution No. 280.—By Delegate George Sangster of Journeymen Tailors:

WHEREAS, There is a movement in Canada by the employers' and manufacturers' association to foster and aid an organization known as the "National Trades and Labor Congress," which was organized in Berlin, Ontario, in Sept., 1902, as a protest to an amendment to the "Constitution of the Trades and Labor Congress of Canada," excluding dual organizations, known as Independent Canadian unions and local assemblies of the Knights of Labor, which were organized in opposition to the legitimate international trade union movement and are at the present time operating a policy diametrically opposed to the principles of trade autonomy, by issuing charters to all tradesmen in Canada as well as placing upon the market a label consisting of a maple leaf surrounded with the following words: "Canada for the Canadians," as a substitute for the union label of the various trades, thereby seeking to disrupt and destroy the international labor movement in Canada and having in mind that the trades and labor congress of Canada has placed itself squarely on record in favor of the operation of the trade union movement along international lines and with a view of strengthening the congress, as the legislative mouthpiece of the legitimate international organized wage

workers of Canada before the Dominion and Provincial Governments of Canada, thereby making it a more powerful factor for legislative purposes in the interests of the wage earners of that country; it is

RESOLVED, That the Executive Council of the American Federation of Labor take the necessary steps after the adjournment of this Convention to have all international unions affiliated with the American Federation of Labor insist upon their local unions in Canada affiliating with the Trades and Labor Congress of Canada with the least possible delay.

Committee on Resolutions.

Resolution No. 281.—By Delegate W. H. Hitchcock of Davenport, Ia., Central:

WHEREAS, The employees of the Davenport Pearl Button Co. of Davenport, Ia., on May 22, 1903, exercised their right to organize themselves into a labor organization under the auspices of the American Federation of Labor, and a charter was granted them and they are known as Button Workers' Protective Union No. 8789, American Federation of Labor; and

WHEREAS, Immediately on learning of the organization of said union the Davenport Pearl Button Co. of Davenport, Ia., on May 25, posted the following notice, which compelled their employees to give up the union or be discharged, to wit:

NOTICE!

From the experience this company has had heretofore with a similar organization, notice is hereby given to all employees that if they shall affiliate themselves with, or become members of the proposed "Button Workers' Union," they shall by such act demonstrate to this company that they are dissatisfied with their position, salary and surroundings in general, and such act shall be so construed by this company, and for the best interests of the company, and those of its employees whose views are not in sympathy with such an organization, such act shall be considered sufficient reason for permanent discharge, and

WHEREAS, The union decided to exercise their right to retain their membership, consisting almost entirely of girls, were locked out in the rain on the morning of May 26, 1903, and are still out; and

WHEREAS, The action of the union was indorsed by the Davenport Trades and Labor Assembly and by the Executive Board of the Iowa State Federation of Labor; therefore be it

RESOLVED, By the American Federation of Labor in convention assembled, that the Davenport Pearl Button Co. and the parties constituting the same, to wit: the H. O. Seifert Lumber Co. and the Schricker Rodler Co., all of Davenport, Ia., be and are hereby declared unfair to organized labor by the American Federation of Labor.

Committee on Boycotts.

Resolution No. 282.—By Delegate W. H. Hitchcock, Davenport, Ia., Central:

WHEREAS, In the past five years the pearl button industry of the Mississippi Valley has attained such prominence as entitles it to rank as one of the leading industries of the Middle States; and

WHEREAS, From the city of La Cross, Wis., to the city of Memphis, Tenn., there

are located many factories employing from 40 to 400 employes, the city of Muscatine, Iowa, alone giving employment to over 1500 people engaged in this industry; and

WHEREAS, Less than 2 per cent. of this labor is now organized, there being but three unions in the Middle States; therefore be it

RESOLVED, By the American Federation of Labor in convention assembled, that the American Federation of Labor shall send an organizer into this field to organize all button workers under the banner of the American Federation of Labor, or in

the event that the American Federation of Labor cannot see its way clear to take up this work, that the Executive Board shall correspond with the officers of the State Federation of Iowa and Illinois, within whose jurisdiction a large percentage of the workers are employed, and endeavor to induce them to organize their respective districts at the expense of their state federations.

Committee on Organization.

The convention then adjourned until 9 o'clock Saturday morning.

## SIXTH DAY—Morning Session.

Convention called to order by President Gompers at 9 o'clock.

Absentees: Klapetsky, McMahon (James), Malloy, Looney, Martindale, Kemper, Jennings, Duffy (P. F.), Gengenback, Reldy, Healy (Timothy), Scalfie, Fitzgibbon, Scott (John A.), Dix, Lincoln, Barry (J. B.), Markey (F. A.), O'Donnell, Powell (Geo.), McDonough, Curley (John F.), Williams (D. U.), Beals, Casey (Louis), Ferguson, Murphy (Patrick J.), Markey (H. A.), Thomas, Fossberg, Scollin, Keene, Sarman, Duffy (Oscar H.), Henry (Frank), Pena, Allmon, Allabough, Jones (W. D.), Davis (F. H.), Nightingale, Lawler, Holloway, McKelvey, Burman, Clarke (E. R.), Cowell, Dolan, Kuhn, Tyson, Hitchcock (Henry), More (J. J.), Brayer, Henderson (W. F.), Gosline, Paterson, Burton, Dinneen, Hodges, Reed (W. A.), Dervin, Gilpin, Faulkerson, Cooper (John A.), Schmatterlee, Studd, Page, Tussiny, Madden, Morlin, Anderson, Tobin (P. F.), Feehan, Creamer (Francis), Miles, McLeod, Kelley (Jas.), Dillon, Derrigan, Ludwig, Keenan, Sodekson, Hillard, Damozonio, Timilty, Cooper (Wm.), Hill (Louis A.), Delgie, Rosenfield, Freeman, Smith (Wm.), Downing (Jos. P.), Bolger, Scott (Timothy), Lederer, Francis, Hutchinson, Klein, Clark (Wm. H.), Tarrents, Herr, Sadler.

On motion the reading of the minutes was dispensed with.

Delegate Logenburg resigned from the Committee on Organization and President Gompers appointed Delegate Fish of the Car Workers to fill the vacancy.

Delegate Cummins stated he was appointed on the Committee on Education, but the records do not show it.

Delegate Ramsay for the Committee on Credentials reported as follows:

Boston, Mass., Nov. 14, 1903.  
To the Officers and Members of the Twenty-third Annual Convention of the American Federation of Labor:  
Gentlemen:—Your Credential Committee respectfully present the following supplementary report:

We recommend the seating of Charles Peetz, delegate to represent the Bolt Workers' Union, No. 9,198.

Respectfully submitted,  
OWEN MILLER,  
D. G. RAMSAY,  
G. E. HANCOCK.

Delegate Frank Duffy, for the Committee on Treasurer's Report, presented the following:

To the Officers and Delegates of the American Federation of Labor in Convention Assembled:

The committee appointed by Pres. Gompers on Treasurer's report, beg leave to submit the following report for your consideration and approval:

The Distribution committee referred the whole subject matter contained in the treasurer's report to us for consideration and action, otherwise we would refrain from dealing with that part of it which refers to the question of Jurisdiction.

While we believe this question has nothing whatever to do with the official report of the treasurer, yet we cannot but give him credit for bringing such a vital issue so prominently before this convention.

We cannot agree with him, however, that "time" is the all-healing salve that will soothe the jurisdictional differences that now rage rampant among so many national and international organizations.

While we are living and working in an age of rapid changes, speedy developments and lightning-like transactions, yet we should be mindful of the fact that the workers should be allowed to pursue the tenor of their way without dragging them into the vortex of jurisdictional fights and the hardships that they involve.

Lines of demarkation should be laid down—hard and fast—where one man's work ends and another's begins. But in no instance should any organization, craft, trade, or calling be allowed to trespass on the rights of another.

If the American Federation of Labor in Convention assembled cannot do something to accomplish this end then all its work is fruitless.

While the American Federation of Labor acts the part of "Harmonizer" it has no authority to force contending parties to accept its recommendations or to agree by its decisions; this has led up to the unpleasant and unharmonious state of affairs that exists at the present time between many trades. Organizations are ready to throw down the gauntlet and fly at one another in an endeavor to retain that which they claim belongs to them either rightfully or otherwise.

Patience and forbearance are good things to practice when dealing with such vital questions, but when patience ceases to be a virtue by hopes long deferred then the result is discontent, dissatisfaction, and rebellion.

For years this question of jurisdiction has been a source of annoyance to the American Federation of Labor. Time does not heal it in the least. In fact it is quite apparent to us all that "time" only prolongs the agony. Intensifies the feelings of hatred and engenders distrust among the members of the trades involved.

So long as this state of affairs exists employers of labor are safe in the assurance that they are reaping the benefits, while we are squabbling and quarrelling among ourselves over matters that should have been suppressed in their infancy. No doubt you will hear more on this question from the committees that are handling the reports of the President and of the Executive Council.

As far as the figures in the report are concerned, showing monthly income and monthly expenses, we find them correct.

Respectfully submitted,

FRANK DUFFY, Chairman.  
CHAS. HANKS,  
CHAS. W. WINSLOW,  
FRANK X NOSCIANG.

Delegate Furuseth moved so much of the report of the Committee on Treasurer's report as referred to the question of jurisdiction be laid over until that subject is properly before the Convention.

Adopted.

The balance of the report was concurred in.

The Committee on Resolutions reported that Resolution No. 43 had been withdrawn with the consent of the introducer.

The following substitute was submitted by the Committee on Resolutions for Resolution No. 18:

Substitute for Resolution No. 18.

WHEREAS, The metalliferous miners and the smelter employees of Colorado who are members of the Western Federation of Miners are engaged in a contest for the preservation of their organization and the establishment of an eight hour workday; and

WHEREAS, The American Federation of Labor is solicitous for the welfare and the happiness of all workers, regardless of their trade, location, or affiliation, and is deeply interested in the successful prosecution and termination of the strike of the metalliferous miners; therefore be it

RESOLVED, That the American Federation of Labor, in annual convention assembled, tender to the Western Federation of Miners its sympathy and its best wishes for the success of the movement to establish an eight-hour workday; and be it further

RESOLVED, That the Executive Council be authorized to issue a circular to all affiliated organizations calling attention to the struggle and to the requirements of the Western Federation of Miners and asking for financial assistance; the funds resulting therefrom to be sent to the officers of the Western Federation of Miners to be used for the purpose of assisting in prosecuting to a successful issue the strike for an eight-hour workday.

Delegate Hoehn moved the adoption of the committee's report.

Delegate Grimes spoke against the motion.

Delegate Tanquary said that it should read "Executive Council" instead of "in-

coming Executive Council," and the word "incoming" was stricken out.

Delegate McGovern opposed the substitute.

Delegate Kreft moved the following amendment:

Resolved, That the Executive Council place the sum of \$1,000 at the disposal of the Western Federation of Miners at once.

Delegate Wheeler supported the amendment.

Delegate Fosdick favored the amendment.

Delegate Lennon opposed Delegate Kreft's amendment and favored the adoption of the committee's report.

Delegates Slayton and Tanquary favored the amendment.

Delegates Tobin and Duncan supported the committee's report.

Delegate Kreft supported his own amendment.

Delegates Vincens, Kelly, Kemper and Morris favored the amendment.

Delegate Barry called for the previous question.

The main question was then put to the house and the chair being unable to decide on an aye and nay vote called for a show of hands and the tellers counted 142 in favor to 145 against.

A roll call was then ordered, which resulted as follows:

AYES—Barry (J. D.), Shaerer, Murphy (P. F.), Tobin (J. F.), Lovely, Martindale, Carey (J. F.), Kemper, Ward, Zepp, Gaestel, Buchanan, McGovern, Duffy (Frank), Duffy (P. F.), Wheeler (F. C.), Slayton, Bohnen, Grimes, McPherson, Fish, Tveitmo, Barnes, Mikol, Taylor, Larkin, Kaufman, Chuck, Grossman, Cotter, Lillen, Smyth (J. W.), Larsen, Scott (M. P.), Gunter, Huber, Kelly (W. J.), Kness, Scaife, Mitchell, Wilson (W. B.), Fahy, Dempsey (J. T.), Haskins, Ryan, Lewis, Walsey, Bradley, Bahhorn, Carrick, Gilbertson, Hancock, Dold, Murray, Hunt, Van Fossan, Richmond, Quick, Tanquary, Ramsay, Edwards (T. J.), Keyes, Cornish, Hart, Kelly (Phillip), Schwab, Barry (J. B.), Furman, Flood, Cote, Markey (F. A.), Franke, Fischer (Henry), McAndrews, Carr, Hayes (M. S.), Engel, Hunter, Gebelein, Williams (D. U.), Hughes (T. L.), White (J. P.), Mahoney (Patrick), Neary, Sullivan (G. B.), Hill (A. E.), Currie, Healey (B. F.), Casey (Louis), Bridwell, Cummings (W. P.), Spittal, Markey (H. A.), Simmons, Daly, Kelly (J. W.), Hunt, Morrison, (A. W.), Scully (D. J.), Schardt, Elmer, Campbell, Irvin, Moore (Thomas), Fuller, Fosdick, Reark, Kenney, Reid (J. J.), Flanagan, Townsell, Donovan (J.), Mahoney (D. D.), Laplant, Gurley, McKeigue, Smith (J. T.), Finn, Maloney (R. S.), Stuart, Drake, Powell (P. J.), Browning, Sheehan, Wulf, O'Keefe, Welsh (Patrick), Largay, Whitney, Kreft, Schwartz, Hulse, Hatch, Thompson, Neal, Berry, Arvidson, Schneider, Burman,

Dempsey (Dominick), Myler, Zaring, Vincens, Dewar, Feyder, Connor, Doll, Savage, Muldoon, Dair, Roche (E. J.), Lavin, Lehner, Payne, Scully (Rosa), Harskowitz, Brayer, Carditt, Pacelli, Hoehn, Borden, Collins (M. D.), Dervin, Bankow, Gascoyne, Borden, Doran, Gilooley, Waishe (R.), McArdle, Buthe, Turner, Hapgood, Mills, Borden, Bowler, Coyle, Sodekson, Timlity, Russell, Niemeschsky, Mullee, Stanner, Faller, Francis, Zimmermann, Bickler, Darcy, representing 6,615 votes.

NAYS — Utting, Klapetzky, Noschang, Deason, Slocum, Kerr, Cummins (P. H.), McNeill, Flynn, Fox, Malloy, Looney, Barrett (R. D.), Dougherty, Hank, Butterworth, Fyfe, Jackson (John), Henry (J. S.), Gompers, Tracy, Wood, O'Brien (J. R.), Morris (Max), Robinson, Devine, Loebenberg, Cable, Hughes (A. C.), Sherman (H. W.), Nelson, Estlinghausen, Burns, Feeney, McMahon (P.), Glass, Monaghan, Healy (Timothy), Shamp, Kirley (John), Curran, Altman, Rickert, Hayes (D. A.), Agard, Cunliffe, Morris (J. J.), Duncan, Lyons, O'Brien (W. J.), Moffit, Quinlivan, Lally, Callahan, Hobby, O'Connor (E. C.), Shaffer, Rutledge, Richards, Vollmer, Langlands, Stephens, Powell (W. O.), Buckley, Hoke, Roach (John), Keefe, Barter, O'Connor (T. V.), O'Connell (James), Creamer (J. J.), Warner, Ireland, Hammerstrom, Drinkwater, Wilson (J. T.), Boyle, Lowe, Donnelly (M.), Call, Schmidt, Eichelberger, Lynch (E. J.), Downing (P. B.), Dutle, Downey, Wheeler (C. D.), Kurten (H. C.), Valentine, Frey, Miller (O.), Carey (D. A.), Kneeland, Mackey, Fitzgerald, Winn (Peter), Wilson (James), Rooney, Spencer, Kelley (J. S.), Halles, McDonald (D. J.), McKnight, Mahon, Pratt, Dilworth, Winslow (C. H.), Penje, Frazier, Furuseth, Ross, Williams (G. W.), Lennon, Qualey, Sangster, Tansey, Hibbert, O'Donnell, Garrett, Morrison (Frank), Kidd (T. I.), Mulcahy, Braunschweig, Fildew, McLaughlin (Chas. J.), McHugh, Leonard, Poplowsky, Gurr, Casey (J. J.), Hirsch, Driscoll, Coleman, Hasselbeck, Jones (David), Clay, Parker (Mrs. N. D.), Graney, Sinclair, Ford, Coker, Brandon, Nugent (W. J.), Cohen, O'Leary, Clancy, Gottlob, Feltus, Porter, Edwards (J. B.), Holland, McKee, Bowen, Harris, Henderson (W. D.), Debarrey, O'Connell, (M. J.), Sabel, Harney, Lynch (C. P.), Mallory, Cannon, Turnt, Whiteman, Graham, Field, Brady, Murrell, Caldwell, Fieldstack, Miles, Haskell, Wingethe, Keenan, Smith (Wm.), Downing (J. P.), Scott (Timothy), Murphy (L. E.), representing 6,451 votes.

The committee's report as amended by Delegate Krefit was concurred in.

President Gompers increased the Committee on State Federation to nine.

Resolution No. 54.—By Delegate Charles Lavin of Central Labor Union, Wilkesbarre, Pa.:

WHEREAS, Injunctions have come to be the order of the day, and are usually issued against trade unions and in the interests of capitalists, such injunctions being an infringement upon the constitutional rights and liberties of American citizens; therefore be it

RESOLVED, That the American Federation of Labor, in convention assembled, call upon all affiliated unions, state federations and central bodies to ignore and strenuously resist all such injunctions by pursuing their constitutional rights, collectively and individually. That we recommend picketing and the application of the boycott where and when they are deemed necessary to success; and that we call upon all affiliated unions and sympathizers to render all the assistance in their power to all unions or individuals against whom injunctions may be issued, by ignoring all such restraining influences of a capitalistic judiciary, by a spontaneous and united opposition which will render such court rulings inoperative and bring them into ridicule and once more restore to the citizen his natural and constitutional rights and liberties.

Committee on Resolutions reports unfavorably.

A delegate from Wilkesbarre spoke against the committee's report.

By a vote of 170 in favor to 53 against the report of the committee was concurred in.

President Gompers announced the following delegates as a Committee on State Federations:

A. Eichelberger, A. E. Hill, Thos. L. Hughes, D. W. Williams, John P. White, M. E. Meary, Thos. J. McHugh, H. C. Gurr, John Casey.

Delegate Valentine requested to be excused from the Committee on Education.

The request was granted and the chair appointed Delegate Bahhorn to succeed him.

The chair appointed Delegate Tracy to succeed Delegate Pratt on the Committee on Grievances.

The Convention then adjourned to the steps of the State House, where photographs were taken.

## SIXTH DAY—Afternoon Session.

The convention was called to order by President Gompers at 2 o'clock.

Absentees: Devlin, Deason, McMahon (James), Malloy, Reidy, Taylor, Kaufman, Altman, Kickert, Towey, Call, Schmidt, Scaife, Weber, Fitzgibbon, Bahlhorn, Carrick, Winn (Peter), Scott (J. A.), Dix, Cornish, Lincoln, Sangster, Furman, O'Donnell, Powell (George), Engel, Curley (J. F.), Ferguson, Markey (H. A.), Thomas, Scully (D. J.), Schardt, Fossberg, Woods, Keene, Sarman, Duffy (O. H.), Henry (Frank), Pena, Allimon, Allabough, Jones (W. D.), Davis, Nightingale, Lawler, Hulse, Bowen, Ryall, Holloway, Broderick, Clarke (E. R.), Cowell, Doll, Kuhn, Tyson, Hitchcock (Herry), Brayer, Barnett, Henderson (W. F.), Gosline, Paterson, Burton, Lynch (C. P.), Dinneen, Hodges, Reed (W. A.), Gilpin, Butler, Faulkerson, Cooper (J. A.), Schmatterlee (W. B.), Studd, Page, Madden, Morlin, Anderson, Tobin (P. F.), Feehan, Creamer (Francis), McLead, Hapgood, Roderick, Kelley (Jas.), Dillon, Ludwig, Hillard, Damonozio, Timilty, Cooper (Wm.), Hill (L. A.), Deigle, Freeman, Sndth (Wm.), Bolger, Stanner, Lederer, Francis, Hutchinson, Klein, Clark (Wm. H.), Tarrents, Herr, Sadler.

On motion the reading of the minutes was dispensed with.

Delegate Ryan, for the Committee on Resolutions, continued his report, as follows:

Resolution No. 280.—By Delegate George Sangster of Journeymen Tailors:

WHEREAS, There is a movement in Canada by the employers' and manufacturers' association to foster and aid an organization known as the "National Trades and Labor Congress," which was organized in Berlin, Ontario, in September, 1902, as a protest to an amendment to the "Constitution of the Trades and Labor Congress of Canada," excluding dual organizations, known as Independent Canadian unions and local assemblies of the Knights of Labor, which were organized in opposition to the legitimate international trade union movement and are at the present time operating a policy diametrically opposed to the principles of trade autonomy, by issuing charters to all tradesmen in Canada as well as placing upon the market a label consisting of a maple leaf surrounded with the following words: "Canada for the Canadians," as a substitute for the union

label of the various trades, thereby seeking to disrupt and destroy the international labor movement in Canada and having in mind that the trades and labor congress of Canada has placed itself squarely on record in favor of the operation of the trade union movement along international lines and with a view of strengthening the congress, as the legislative mouthpiece of the legitimate international organized wage workers of Canada before the Dominion and Provincial Governments of Canada, thereby making it a more powerful factor for legislative purposes in the interests of the wage earners of that country; it is

RESOLVED, That the Executive Council of the American Federation of Labor take the necessary steps after the adjournment of this Convention to have all international unions affiliated with the American Federation of Labor insist upon their local unions in Canada affiliating with the Trades and Labor Congress of Canada with the least possible delay.

Committee on Resolutions reports favorably.

Delegate Jackson opposed the adoption of the report of the committee.

Delegate Carey favored its adoption.

The report of the committee was concurred in.

President Gompers announced an invitation to the delegates from Boston Lodge, Benevolent Order of Elks, to attend a social session of that body at 9 o'clock Sunday evening at their lodge rooms on Hayward Place.

Resolution No. 55.—By Delegate William J. Kelly of International Association of Marble Workers:

WHEREAS, It being an indisputable fact that the Marble cutters and setters of the United States are continually being deprived of a large percentage of their work by and through the unjust encroachment of one or more trades, that could creditably afford the relinquishment of a penchant for expansion, that particularly breeds demoralizing animosities, animosities that should never be in evidence among consistent trades unionists, therefore we deem it judicious, proper and absolutely necessary that the Federation of Labor, in its just and wise deliberations, regulate what



constitutes the work of the respective trades embraced within its jurisdiction, as it is evident to any intelligent trade unionist who has observed, or who has been confronted with the unwise, unjust, detrimental contention respecting trade rights, that it is advisable and necessary that the question should be settled justly, definitely, and immediately, giving each trade a positive knowledge of what does and does not constitute its employment, thereby eliminating substantially the differences and contentions that necessarily arise from the confiscating propensities of unwholesome aspirations; and therefore be it

**RESOLVED**, By the Marble Cutters' and Setters' Union of Chicago in meeting assembled that they instruct Wm. J. Kelly, the International Marble Workers' delegate to the Convention of the American Federation of Labor, to bring the matter before that honorable body and make report. With the enlisted assistance such a vital question should attract and settle definitely trade rights and trade fights.

Committee on Resolutions recommends that resolution be referred back to the organization presenting it with instructions to have it taken up in the regular way before taking up the time of the Convention.

Report of committee concurred in.

**Resolution No. 65.**—By Delegate Downing and Dutle of Metal Polishers, Buffers, Platers and Brass Workers' International Union:

**WHEREAS**, Owing to the loose methods in our immigration laws, the manufacturing associations are rapidly filling our workshops and foundries with foreign labor; therefore be it

**RESOLVED**, That this convention go on record as opposed to the wholesale immigration of foreign labor; and be it further

**RESOLVED**, That the Executive Council be instructed to take up the matter with the Immigration Commission of the United States and insist that the practice be stopped.

Committee on Resolutions reports favorably.

Report of committee concurred in.

**Resolution No. 71.**—By Delegates Penje, Furuseth and Frazier of International Seamen's Union:

**WHEREAS**, The arresting and returning to their respective vessels such seamen as have deserted is contrary to human liberty, and degrading to seamen, whom it treats as chattels; be it

**RESOLVED**, That this Convention most emphatically protests against the treaties authorizing such treatment of men and demand from the government their abrogation.

Committee on Resolutions reports favorably.

Report of committee concurred in.

**Resolution No. 72.**—By Delegate Penje, Furuseth and Frazier of International Seamen's Union of America:

**WHEREAS**, The employment of inexperienced men as seamen has caused large

loss of life and property at sea; therefore be it

**RESOLVED**, That Congress be urged to pass an act to remedy this evil.

Committee on Resolutions reports favorably.

Report of committee concurred in.

**Resolution No. 73.**—By Delegates Penje, Furuseth and Frazier of International Seamen's Union of America:

**WHEREAS**, Seamen are still subject to involuntary servitude in the foreign trade in a foreign port; and

**WHEREAS**, This is degrading the seamen and driving good men out of the sailing; therefore be it

**RESOLVED**, That Congress be urged to pass an act giving all seamen the full right to quit work in any safe harbor, anywhere.

Committee on Resolutions reports favorably.

Report of committee concurred in.

Delegate Lennon moved that the courtesies of the floor of the convention be extended to the representatives of the Letter Carriers' Association, president of the Bricklayers' National Union and president of the Plasterers' International Union.

The motion was unanimously carried.

**Resolution No. 74.**—By Delegates Penje, Furuseth and Frazier of International Seamen's Union:

**WHEREAS**, The towing of a large number of barges at sea causes such loss of life and property as give to such the appropriate name of coffins; therefore be it

**RESOLVED**, That Congress be urged to pass a law prohibiting the towing at sea of more than one vessel not capable of being managed under its own power.

Committee on Resolutions reports favorably.

Report of committee concurred in.

**Resolution No. 77.**—By Delegate James Sheehan of the Wisconsin Federation:

**WHEREAS**, The invention of a new machine and a tool, or the discovery of some substitute article, frequently changes and transforms the labor of one craft or form of labor to another; and

**WHEREAS**, Every national trades union looks out with jealous care for its own organization, bitterly fighting every new comer in the field; and

**WHEREAS**, This contention over trade jurisdiction between national and international unions is becoming more acute every year, and will, if continued, very soon disrupt the organizations of the workers; and

**WHEREAS**, This continuous warfare among the trades unions is the result of the labor organizations having failed to adapt themselves to the economic development; therefore be it

**RESOLVED**, That the twenty-third Convention of the American Federation of Labor appoint a committee whose duty it shall be to study the situation and report to the next convention a plan by which the trades

unions can be grouped together on industrial lines, thereby forcing the contending factions into agreements with each other and promoting the solidarity of labor.

Committee on Resolutions reports unfavorably.

Moved that report of committee be concurred in.

Delegate Mahoney moved that the resolution be substituted for the committee's report.

The chair decided that a motion to concur in the committee's report was before the house and if it was not adopted the original resolution would then be before the house.

Delegate Mahoney then made a motion to non-concur in the report of the committee.

The chair stated that this was a negative motion and ruled it out of order. Delegates Duncan, Richmond and Barnes spoke on the question.

The report of the committee was concurred in.

Resolution No. 78.—By Delegates John B. Lennon, R. N. Qualey, George Sangster, of Journeymen Tailors' Union of America:

WHEREAS, Local Unions of the Journeymen Tailors' Union of America have been locked out in a number of cities by the Merchant Tailors' Protective Association, backed up by so much of the Manufacturers' Association as can be influenced by the president, Mr. D. M. Parry;

WHEREAS, The Merchant Tailors in all these cases refuse to meet committees or treat with the Union in any way, but demand that each tailor come as an individual and enter into agreements as to wages, etc.;

WHEREAS, The parties who are waging the war of attempted extermination against the Tailors openly assert that said Union shall be destroyed no matter what the cost; therefore

RESOLVED, By the American Federation of Labor in Convention assembled that the appeal for help for the Tailors sent out by the Executive Council be and is hereby most heartily indorsed, and all Trade Unionists are urged to help the Tailors in their contest for the right to organize and collectively bargain as to the terms of their employment;

RESOLVED, That the American Federation of Labor hereby pledge its financial and moral support to the Tailors, and call upon every member of that craft to be loyal and true to their Trade Union, and demonstrate by their victory that no power can disrupt any of our International or National Trade Unions.

Committee on Resolutions reports favorably.

Delegate Lennon spoke in favor of committee's report.

Report of committee concurred in.

Resolution No. 83.—By Delegate P. J. Lally of Horseshoers':

WHEREAS, An attempt is being made by the employers' organizations to destroy the Journeymen Horseshoers' Union by bringing suits against it both in the State and Federal courts;

WHEREAS, This attempt is simply one of a number having for its object the destruction of the trade movement, and since it is our duty to stand together and repel every attempt thus made; therefore be it

RESOLVED, By the American Federation of Labor in convention assembled, that they authorize the Executive Council to appropriate the sum of two thousand (2000) dollars for the Horseshoers to help them in fighting these cases in the courts.

Committee on Resolutions recommends that the matter be referred to the Executive Council to do the best they can for the Journeymen Horseshoers' Union.

Delegate Henry hoped the Executive Council could do something substantial for the horseshoers of New York City.

Delegate Driscoll thought that if we could give \$1,000 to a non-affiliated organization we should do something for an affiliated body. He said that substantial assistance at this time would result in a victory for the horseshoers of New York.

Delegates Donovan and Lally opposed committee's report and favored the resolution.

Delegate Kelly also spoke in favor of the resolution.

Delegate Kneeland strongly supported the original resolution and advocated giving financial aid.

Delegate Ronch was opposed to giving financial aid to any international organization.

Delegate Burns favored the adoption of the committee's report.

The report of the committee was concurred in.

Resolution No. 84.—By Delegate P. J. Lally of Horseshoers':

WHEREAS, The condition of the journeymen horseshoers, throughout the country, and especially in New York City, is deplorable, and inasmuch as we ask your honorable body to come to the rescue of this valiant organization of trade unionists who have stood the test of the past ten months to better their condition; and

WHEREAS, There are certain organizations in New York City, and especially the brewery workers, that could render us that aid we would gladly give to them were they in our position and we in theirs; therefore be it

RESOLVED, That the American Federation of Labor urge upon all affiliated national and international unions to give to the Journeymen Horseshoers their moral and financial support.

Committee on Resolutions recommends

that the second whereas, where it relates to something the Brewery Workers could do, be stricken out and refer the balance to the Executive Council.

Report of the committee concurred in.

Resolution No. 86.—By Delegate John F. Tobin, Boston, Mass.:

WHEREAS, Having signally failed in recent years, because of the intense opposition by organized labor to such measures, to pass anti-scalping bills in any of the States of the Union or in the United States Congress, the great railroad trusts, represented by the so-called passenger associations, are now endeavoring to accomplish by injunction what they have failed to secure by direct legislation; and

WHEREAS, Because of the proposed great World's Fair at St. Louis, and the necessity for cheap railroad fares to secure a large attendance, the railroad trust, taking advantage of the situation, declare that the usual reduced rates for such occasions will not be made unless ticket brokerage be destroyed by city ordinances and injunctions, thus permitting them to profit enormously by the forfeiture of return coupons in the hands of excursionists and others who may be unable to use them personally, and which they would make it criminal to sell; therefore be it

RESOLVED, By the American Federation of Labor, in this its twenty-third annual convention assembled, that all railroad transportation should be good to the bearer, and that it is an outrage to require the signatures of purchasers upon tickets. We also protest against the nuisance of joint agencies and other identification annoyances as an unnecessary imposition upon excursionists and travelers;

RESOLVED, That the thanks of this convention be extended to the Central Trades and Labor Union and the Building Trades Council of St. Louis, Kansas City and other cities of Missouri, and to the labor unions of Texas for their recent successes in defeating anti-scalping bills in their State legislatures, and especially recommend the St. Louis unions to continue the good fight in resisting these obnoxious laws, ordinances and injunctions during the period of the World's Fair in that city;

RESOLVED, That the resolutions adopted at each of the last six annual conventions of this Federation denouncing anti-scalping, Federal and State anti-scalping laws, city ordinances and injunctions, be reaffirmed;

RESOLVED, That we again request all State Federations, Central Trades and Labor Councils and Labor Unions allied with the American Federation of Labor, to use every effort to defeat anti-scalping bills and city ordinances inimical to ticket brokerage, and again instruct our Legislative Committee at Washington to oppose all anti-scalping bills that have been, or may be introduced in the United States Congress.

Committee on Resolutions reports favorably.

Report of committee concurred in.

Resolution No. 87.—By Delegate M. Donovan of Pawtucket Central Labor Union:

WHEREAS, The woolen manufacturers

have seen fit to establish a two-loom system on fancy weaving, to the detriment of the craft; therefore be it

RESOLVED, That we, the Woolen Workers' Textile Union, No. 318, of Central Falls, R. I., do hereby condemn such action on their part and will do all in our power to abolish it;

RESOLVED, That a universal list of two mills per pick on all fancy weaving be established, and that eight hours constitute a day's work; and be it further

RESOLVED, That a copy of these resolutions be presented at the convention of the American Federation of Labor, to be held in Boston, commencing November 8, 1903, for their endorsement.

Committee on Resolutions recommends that the resolution be referred to the Executive Council for action.

Report of committee concurred in.

Resolution No. 88.—By Delegate J. P. Broderick of San Antonio, Tex., Trades Council:

WHEREAS, Many suits at law have been and are being instituted throughout the country by employers of labor against labor organizations or their officers or individual members, in some cases entailing more or less trouble and expense to said organizations, officers or members; therefore be it

RESOLVED, That the Executive Board of the American Federation of Labor be and is hereby directed to render such moral and financial support in all such cases, when and where possible.

Committee on Resolutions reports unfavorably on the ground that the subject matter properly belongs to the particular organization involved.

Delegate O'Connell thought that the American Federation of Labor should be in a position to give moral support if it was not in a position to give financial assistance.

Delegate Duncan said that the Constitution of the American Federation of Labor provided that affiliated unions should receive moral support and the adoption of the committee's report would simply relieve the American Federation of Labor from any financial responsibility.

The report of the committee was concurred in.

Resolution No. 89.—By Delegate L. J. Niemchesky, Post Office Clerks' Union No. 8703:

WHEREAS, For several years the Chicago Post Office Clerks' Union No. 8703 have sought by all legitimate means to secure the enactment of legislation to better the condition of all post office clerks; and

WHEREAS, This union will cause bills to be introduced at the next regular session of Congress to regulate hours and salaries of the post office clerks in post offices of the first class; therefore be it

**RESOLVED**, That this convention heartily indorse the demands of Post Office Clerks' Union No. 8703 for the regulation of salaries and hours of labor for members of their craft; and be it further

**RESOLVED**, That the incoming Executive Council be, and hereby is, instructed to extend all possible moral support to said union to accomplish its laudable purposes.

Committee on Resolutions reports favorably.

Moved that the report of the committee be concurred in.

Delegate Wheeler was of the opinion that it would be dangerous to indorse demands of the Postoffice Clerks' Union at this time.

Delegate Niemchesky said similar resolutions had been adopted at previous conventions.

Delegate Ramsay moved as an amendment that the word "the" in the second line of the first "resolve" be stricken out and the words "any reasonable" be substituted.

The chair ruled the motion out of order, declaring that the convention would have to vote to non-concur before the committee's report could be amended.

Delegate Ramsay appealed from the decision of the chair and by a vote of 183 in favor to 24 against the decision of the chair was sustained.

The question was then put and the Convention voted to non-concur in the committee's report.

Delegate Ramsay then renewed his motion that the word "the" be stricken out and the words "any reasonable" be substituted, and it was carried.

The Convention then adopted the resolution as amended.

**Resolution No. 91.**—By John Jackson, Amalgamated Society of Carpenters and Joiners:

**RESOLVED**, That the General Executive Board be requested to obtain legislation in the several states providing for the better protection of mechanics' tools on all public, corporation or private work.

Committee on Resolutions recommends that this resolution be referred to the state branches with instructions to enforce where possible the subject matter contained therein.

Report of committee concurred in.

**Resolution No. 92.**—By Delegate Fosdick:

**RESOLVED**, By the Trades and Labor Assembly of Denver, in regular meeting assembled, that Delegate Fosdick be and is hereby instructed to extend the greetings of this Assembly to the American Federation of Labor, with thanks for the support rendered by the Executive Coun-

cil to this body in its efforts to maintain and advance the principles of trades-unionism as taught and practiced by the American Federation of Labor and the national and international organizations affiliated with it;

**RESOLVED**, That he urge upon the delegates to the American Federation of Labor, in Convention assembled, the duty of affiliated national and international organizations using every influence in their power to induce their locals, wherever situated, to affiliate with central bodies chartered by the American Federation of Labor, and thus by example as well as precept encourage the spirit of unity, which should bind together the trades unionists of the world;

**RESOLVED**, That this Assembly is unalterably opposed to the so-called "open door" policy in the conduct of central bodies as subversive of the basic principle of trades-unionism, holding that it is as logical to recognize the man who refuses to join his craft union as it is to recognize the independent organization which refuses to owe allegiance to the recognized head of unions of the same craft;

**RESOLVED**, That it is the opinion of this Assembly that national and international unions in the west will be greatly strengthened by frequent visits from organizers of the various crafts who can awaken an interest which will materially aid the efforts of local organizers to bring the working people into the union fold;

**RESOLVED**, That a copy of these resolutions be furnished Delegate Fosdick with his credentials, and that a further copy under seal of the Assembly be forwarded to Secretary Morrison of the American Federation of Labor.

Committee on Resolutions reports favorably.

Report of committee concurred in.

**Resolution No. 94.**—By Delegates W. O. Powell, C. Harry Hoke and H. C. Buckley, of Shirt, Waist and Laundry Workers' International Union:

**WHEREAS**, The navy department is advertising for Chinese and Japanese to take employment as laundry workers in that department; and

**WHEREAS**, We believe that this course is detrimental to our own people, and should be discouraged; therefore be it

**RESOLVED**, That the Legislative Committee be instructed to inquire into the extent of such practices in governmental departments and that their findings be published in the "Federationist"; and be it further

**RESOLVED**, That the Committee use its influence with the Navy Department that these positions now being filled, be given to other enlistments than Chinese and Japanese.

Committee on Resolutions reports favorably.

Report of committee concurred in.

**Resolution No. 99.**—By Delegate James L. Barry of Actors' National Protective Union:

**RESOLVED**, That all affiliated organiza-

tions of the American Federation of Labor shall recognize the card of the Actors' National Protective Union, and in case of trouble arising in theatres, music halls, parks or pavilions, they shall give their moral support to the above organization, namely, the Actors' National Protective Union.

Committee on Resolutions reports favorably.

Delegate Barry favored the report of the committee.

Report of the committee concurred in.

Delegate Ramsay for the Auditing Committee submitted the following report:

Boston, Mass., November 14, 1903.

To the Officers and Members of the Twenty-Third Annual Convention of the American Federation of Labor.

Gentlemen:—Your Auditing Committee respectfully presents the following supplementary report: We find a statement under date of October 7, 1903, from A. S. Eddy, a cashier of McLean County Bank, Bloomington, Ill., as follows, to wit:

"Bloomington, Ill., Oct. 7, 1903.

To Whom It May Concern:

This is to certify that John B. Lennon has on deposit in the McLean County Bank at Bloomington, Ill. (the account being to the credit of John B. Lennon, treasurer) the sum of Thirty Thousand Dollars.

(Signed) A. S. EDDY,

(Seal) A Cashier, McLean County Bank, Bloomington, Ill."

Also the following statement under date of October 7, 1903, of the Third National Bank of Bloomington, to wit:

"Bloomington, Ill., Oct. 7, 1903.

To Whom It May Concern:

This is to certify that John B. Lennon has on deposit in the Third National Bank of Bloomington, Ill. (the account being to the credit of John B. Lennon, treasurer (the sum of \$54,013.12) fifty-four thousand thirteen dollars and twelve cents.

(Signed) R. D. DOOLEY,

Asst. Cashier, Third National Bank, Bloomington, Ill.

We recommend that the Law Committee be instructed to report an amendment to Article 8, Section 1, requiring the treasurer to deposit all moneys belonging to the Federation in bank in the name of the American Federation of Labor, by himself, giving his name as treasurer.

We further recommend that all money of the Federation in the hands of the treasurer with the exception of about five thousand dollars, be placed at interest on time deposit in a reliable bank or banks in different amounts, so that in case of necessity one or more certificates may be cashed before it is due without losing interest on the whole amount thus deposited. That the said sum of about five thousand dollars first referred to be deposited in bank at interest on current deposit.

We further report that in view of the fact that our balance on hand has increased more than fifty thousand dollars

within the past year, giving us a balance on hand at the present time, including October business, of nearly one hundred thousand dollars, and that the indications are that in addition thereto the net surplus receipts during the coming year will be more than one hundred thousand dollars, therefore we recommend that the bond required of the treasurer be increased to at least one hundred and fifty thousand dollars.

Respectfully submitted,  
OWEN MILLER,  
E. E. HANCOCK,  
D. G. RAMSAY,

The report of committee was agreed to.

Delegate Wheeler for the Committee on Organization made the following report:

Resolution No. 6.—By Delegate Dan. W. Richmond of International Association of Railway Clerks:

WHEREAS, Efforts are being made to organize the clerks employed by the railroad and steamboat companies of the country, and

WHEREAS, In pursuance of that purpose there has been organized the International Association of Railway Clerks, affiliated with the American Federation of Labor; and

WHEREAS, There are in existence two other organizations of Railway Clerks, which refuse to affiliate with the International Association because of the International Association's affiliation with the American Federation of Labor; therefore be it

RESOLVED by the American Federation of Labor that its active support be given to the International Association of Railway Clerks in its efforts to organize; and be it further

RESOLVED. That the organizers of the American Federation of Labor are especially urged and directed to organize the clerks wherever they find them unorganized and to bring about their affiliation with the American Federation of Labor wherever otherwise organized; and be it further

RESOLVED. That the President and Secretary of the Federation be and are hereby directed to send a copy of these resolutions to each organizer and central, affiliated body.

Committee on Organization reports favorably.

Report of committee concurred in.

Resolution No. 34.—By Delegate Stephen F. Haskell of Last Makers' Union, 9269:

RESOLVED. That we, the Federal Union, No. 9269, of the American Federation of Labor, which consists of Last Makers of Brockton, Mass., ask this body in session to instruct their organizers to do all in their power to organize the last makers of this country and our desire is to have a national organization of last makers of America, and also ask that the incoming Executive Council of the American Federation of Labor to do all in their power to accomplish this end.

Committee on Organization reports favorably.

Report of committee concurred in.

**Resolution No. 51.—By Delegate James Borden:**

WHEREAS, There are a sufficient number of local unions to organize a national or international union of foundry employees, Local Union No. 9617 do hereby request that the twenty-third annual convention of the American Federation of Labor do instruct or advise their officers to call a special convention for the purpose of organizing a national or international Union of Foundry Employees.

Committee on Organization reports favorably.

**Report of committee concurred in.**

**Resolution No. 85.—By Delegate Michael Doran of 9938 Foundry Workers' Union:**

WHEREAS, There being no less than twenty-two (22) local unions of foundry workers throughout this country, well able to maintain a national body of foundry workers; therefore be it

**RESOLVED,** That the American Federation of Labor give permission, and all the support in its power to organize said body.

Committee on Organization reports favorably.

**Report of committee concurred in.**

**Resolution No. 53.—By Delegate Herman Grossman of the International Ladies' Garment Workers' Union:**

WHEREAS, The corset workers of the country have never before been organized and are today with the exception of a small minority, practically unorganized; and

WHEREAS, The International Ladies' Garment Workers' Union has within the past few weeks made a special effort to organize the corset workers of the east, by sending among them an organizer who labored for several weeks in an unsuccessful attempt to accomplish this work; be it therefore

**RESOLVED,** By this Convention, that all organizers of the American Federation of Labor, salaried and unsalaried, are especially instructed to organize the corset workers in all sections of the country and to affiliate them with the International Ladies' Garment Workers' Union.

Committee on Organization reports favorably.

**Report of committee concurred in.**

**Resolution No. 82.—By Delegation of Tobacco Workers' International Union:**

WHEREAS, The Tobacco Workers' International Unions are making a special effort to organize those employed in the craft in the South; and

WHEREAS, The means of the Tobacco Workers' International Union for the proper prosecution of this work are inadequate; therefore be it

**RESOLVED,** That the Incoming Executive Council be instructed to render special assistance in the work of organization of the tobacco workers in the South.

Committee on Organization reports favorably.

**Report of committee concurred in.**

**Resolution No. 90.—By Delegation of Suspender Makers' Union:**

On Thursday, Oct. 29th, at a regular meeting of the Suspender Makers' Union, Local No. 9,560, American Federation of Labor, the following resolution was proposed and unanimously adopted after a long and serious discussion with regard to the organization of a national body:

WHEREAS, We, the Suspender Makers' Union of New York, considering the importance and necessity of a national organization of the suspender trade, and knowing as a matter of fact that there are a great number of suspender locals scattered in the various states of the Union who are ready, willing, and fit to manage and conduct the affairs of such organization, thereby improving the condition of those employed at the trade, and also improving and facilitating the control and care of the label; and

WHEREAS, We are aware of the fact that the great majority of styles renders it utterly impossible to establish a uniform rate of wages, unless by the combined efforts brought about through a national organization; be it therefore

**RESOLVED,** To request and urge the delegates convened to act upon and authorize the Executive Board of the American Federation of Labor to bring about the immediate organization of a national body of suspender makers.

Committee on Organization recommends that this resolution be referred to the president of the Incoming Executive Council for action.

Delegates Zimmerman, Mikol, O'Connell and Kreft spoke upon the question.

**Report of committee concurred in.**

**Resolution No. 95.—By Delegates W. O. Powell, C. Harry Hoke and H. C. Buckley, Shirt, Waist and Laundry Workers' International Union:**

WHEREAS, It must be self-evident to all that the small wages received by women wage workers in trades that are occupied by men and women alike has a tendency of keeping all wages down; and

WHEREAS, Organized labor must see the need of protecting itself by organizing the unorganized women workers throughout the country and aiding them to advance and improve their conditions; therefore be it

**RESOLVED,** That all American Federation of Labor organizers be instructed to make a special effort during the coming year to organize all women wage workers.

Committee on Organization reports favorably.

**Report of committee concurred in.**

**Resolution No. 103.—By Delegate A. W. Morrison of Cambridge Central Labor Union:**

WHEREAS, The cities of Cambridge and Somerville are practically in a state of disorganization; and

WHEREAS, Such a state of affairs is detrimental to the interests of organized labor in this section of the country; therefore be it

RESOLVED, That the American Federation of Labor make special efforts looking to the organization of the cities of Cambridge and Somerville; and be it further

RESOLVED, That the American Federation of Labor recommend to the various International Unions that they make special efforts to organize Local Unions of their crafts in the above cities.

Committee on Organization reports favorably.

Report of committee concurred in.

Resolution No. 110.—By Delegate Julius Faller of Stone Masons No. 7,049:

WHEREAS, At the Executive Council of the Federation of Labor at Toronto in April, 1903, the application for a charter for the Stone Masons' International Union of America was refused on the grounds that the Bricklayers and Masons' Union (a body not affiliated with the American Federation of Labor) claimed jurisdiction over our craft, and because of the protest of the Bricklayers and Masons' Union the charter was refused, we therefore appeal to your honorable body and ask your consideration of our just claim to the rights and benefits which would result from the power and influence of an international organization of our craft under the banner of the American Federation of Labor, and ask at the hands of this Convention that our claims be given the consideration granted to all other organizations by instructing the Executive Council to comply with our request by granting a charter as in accordance with the provisions of the Constitution of the American Federation of Labor.

Committee on Organization recommends that this resolution be referred to the Executive Council.

Delegate Faller opposed the committee's report.

Delegate Duncan spoke in favor of the report.

Delegate Stephens thought the Stone Masons were entitled to a charter, the Bricklayers having refused by referendum vote to affiliate with the American Federation of Labor.

Delegate Poplowsky thought the action of the committee was on correct lines.

Delegate Gurr said he was a bricklayer and the bricklayers did go out on strikes and gave financial assistance.

Delegate Swartz stated that 1,000 stone-masons of Pittsburg had joined the Bricklayers within the past year.

The previous question was then called for.

The report of the committee was concurred in.

The following telegram was read to the Convention:

St. Louis, Mo., Nov. 11, 1903.

Owen Mueller, American Federation of Labor, Revere House, or Faneuil Hall, Boston, Mass..

In behalf of exposition management I extend most cordial invitations to American Federation of Labor to hold annual convention of 1904 in St. Louis during the universal exposition, confirming invitation by mail to John Morse.

DAVID R. FRANCIS, President.

The convention then adjourned until 9 o'clock Monday morning.

## SEVENTH DAY—Morning Session.

Convention called to order by President Gompers at 9 o'clock.

Absentees: Barry (J. L.), Mulholland, Klapetzky, McMahon (James), Looney, Jennings, Reidy, Nelson, Towey, Maher, Larsen, Callahan, Hobby, Hoke, Roach (John), Boyle, Lowe, Call, Schmidt, Scaife, Fitzgibbon, Winn (Peter), Scott, (John A.), O'Hare, Dix, McKnight, Ross, Lincoln, Flood, Hansey, O'Donnell, Powell (Geo.), Carr, Curley (J. F.), Beals, McLaughlin (C. J.), Casey (Louis), Ferguson, Cummings (Wilbur P.), Thomas, Fossberg, Collins (T. J.), Scollin, Woods, Mahoney (D. D.), Curtis, Keene, Sarman, Duffy (O. H.), Henry, Pena, Allimon, Allabough, Jones (W. D.), Davis, Holland, Largay, Hinchey, McKee, Lawler, Hulse, Kane, Holloway, Dodd, Burman, Clarke (E. R.), Cowell, Lavin, Kuhn, Tyson, Hitchcock (Henry), Harskowitz, Moore (J. J.), Henderson (W. F.), Gosline, Paterson, Burton, Lynch (C. P.), Dinneen, Hodges, Reed (W. A.), Cannon, Turnt, Glipin, Butler, Faulkerson, Cooper (J. A.), Schmatterlee, Studd, Page, Tussiny, Madden, Kidd (W. C.), Morlin, Anderson, Field, Doran, Waishe (Richard), Tobin (P. F.), Brady, Murrell, Feehan, Creamer (Francis), Fieldstack, Miles, McLeod, Haggood, Mills, Roderick, Kelley (James), Dillon, Ludwig, Sodekson, Hillard, Damozonlo, Timilty, Cooper (Wm.), Hill (L. A.), Deigle, Nlemschesky, Rosenfield, Freeman, Smith (Wm.), Bolger, Scott (Timothy), Lederer, Francis (E. W.), Hutchinson, Klein, Clark (Wm. H.), Tarrents, Herr, Bickler, Sadler.

On motion the reading of the minutes was dispensed with.

Delegate Hancock for Committee on Credentials, reported favorably on Fred Fay as a substitute for C. O. Pratt, who is absent.

Delegate Hill secured unanimous consent to introduce a resolution, which the chair referred to the Committee on Distribution.

Delegate Wheeler, for Committee on Organization, reported as follows:

Resolution No. 111.—By Delegate James L. Barry of Actors' National Protective Union:

RESOLVED, That the American Federation of Labor at this Convention will kindly request all organizations affiliated with the same to kindly instruct their organizers to assist the Actors' National Protective Union of America in organizing all non-

union actors throughout the country in vaudeville theatres, music halls, parks, etc.

Committee on organization reports favorably.

Report of committee concurred in.

Resolution No. 115.—By Delegate Tito Pacelli of Excavators Protective Union No. 10,630:

WHEREAS, In view of the fact that there are many thousands of laborers throughout the state of New York, the City of New York, and the vicinity, who are of the Italian nationality and who have been trying to organize for the purpose of getting better conditions; and

WHEREAS, Several locals of these Italian laborers have been formed and there are still thousands that can and ought to be organized; and

WHEREAS, The last election held on Tuesday, Nov. 3d, 1903, the people of the State of New York voted in favor of the one thousand ton barge canal, which means that the State of New York will expend over one hundred million dollars and this work will consume many years and will require thousands of these laborers known as rockmen and excavators: therefore be it

RESOLVED, That the American Federation of Labor make special effort to aid the organizations already formed, and also endeavor to organize those who are still unorganized.

Committee on Organization reports favorably.

Report of committee concurred in.

Resolution No. 136.—By Delegate Emil Shaerer:

WHEREAS, It is demanded by the present situation and the experience of the past, and furthermore caused by the fights forced upon us by the various Boss Baker Associations, especially by The National Biscuit Company (known as the Cracker Trust) and the New York Bakers' Pool; and

WHEREAS, The fact is demonstrated again by the local Union No. 274, Pie Bakers of San Francisco, Cal., and the Pie Salesmen Local No. 106, also of San Francisco, Cal., further by the Pie Bakers' local Union No. 112 and the Pie Salesmen's Union No. 113 of New York City, that by a thorough organization of both branches under the jurisdiction of the Bakery and Confectionery Workers' International Union of America benefits can be achieved that we will otherwise have to forego; and

WHEREAS, The common interests between the salesmen of bakery goods and



the bakery workers affiliated with our international union is a decided one, and the salesmen much more related to our organization than to any other international or national organization affiliated with the American Federation of Labor; and

WHEREAS, We are confident that we will be fully able to cope with the conditions that may arise by having the salesmen of bakery goods under the jurisdiction of the Bakery and Confectionery Workers' International Union; and

WHEREAS, The threatening danger of the United Employers is not at all a dissolving view but a reality of which we become more convinced day by day; therefore be it

RESOLVED, By the American Federation of Labor in convention assembled, according to Act 4, Section 1, of the Constitution of the Bakery and Confectionery Workers' International Union of America that a charter be granted to this organization concerning jurisdiction over the salesmen of bakery goods.

Committee on Organization recommends that this resolution be referred to the Executive Council.

Delegate Wheeler moved that the report of the committee be concurred in.

Delegate Shaerer opposed reference to the Executive Council and favored a definite decision by the convention before adjournment.

Delegate Morris moved that the subject matter of this resolution lie over until the report of the committee on Executive Council is reached.

Delegate Morris' motion was adopted.

Resolution No. 149.—By Delegate Ed. Utting of Allied Metal Mechanics:

WHEREAS, The constitution of the American Federation of Labor guarantees strict trade's autonomy to organizations affiliated with said American Federation of Labor; and

WHEREAS, A large number of unions have been granted charters by the American Federation of Labor which should properly come under the jurisdiction of affiliated international unions; therefore be it

RESOLVED, That the Executive Board of the American Federation of Labor be instructed by this convention to transfer Federal Labor Unions to affiliated international unions having jurisdiction of craft.

Committee on Organization recommends that the Executive Council enforce the constitution on this matter.

President Gompers stated that charters are not issued to wage workers by the American Federation of Labor where they are eligible to affiliation with international or national organizations.

Delegate Lennon moved that the resolution, with the committee's report, be referred back to the delegate who introduced

the same to give specific cases which caused the resolution to be introduced.

Delegate Lennon's motion was adopted.

Resolution No. 152.—By Delegate Cornelius Ford, Hudson County Central Labor Union:

WHEREAS, The Window Shade Makers and Window Shade Painters of New York and vicinity have organized as Locals 10,536 and 10,537;

RESOLVED, That it be the sense of the convention that the president of the American Federation of Labor, in his instructions to organizers, shall request them to organize Window Shade Makers and Window Shade Painters in the following cities: Philadelphia, Boston, Detroit, Chicago, Oswego and Toronto, Canada.

Committee on Organization reports favorably.

Report of committee concurred in.

Resolution No. 161.—By Delegate Chas. J. Keenan, Jr.:

WHEREAS, Messenger Boys' Protective Union No. 11,252 of Boston desire to have these resolutions adopted at the twenty-third convention of the American Federation of Labor and sincerely hope they will take an immediate action and intercede for us and help us all they can; therefore be it

RESOLVED, That the American Federation of Labor at its twenty-third annual convention shall instruct its delegates and national organizers to give their undivided attention to the organizing of the messenger boys all over the United States, so that the Messenger Boys' Protective Union of Boston can have their co-operative support in the future; and be it

RESOLVED, That the Messenger Boys' Protective Union No. 11,252 of Boston shall have the support of the American Federation of Labor both financially and morally at this present time, as they are now out on a lockout and strike and need the said support very much; and

RESOLVED, That the American Federation of Labor shall condemn the Western Union Telegraph Company for their unfair action towards the messengers by locking them out because they belong to a union; and be it

RESOLVED, That while the convention is in this city that the delegates when they want to use a messenger boy to ask him for his button, and if he is a union boy and if he cannot show his button and is not a union boy, refuse to use him, and in this way you will be rendering great help to us and strengthening the little union we are longing to preserve and increase its membership to its greatest extent of membership.

Committee on Organization recommends that this resolution be referred to the president to use his good offices to settle the difficulty, also that organizers be instructed to give assistance whenever possible, and that delegates to this convention hire none but union messenger boys.

On motion of Delegate Lewis the report of the committee was adopted.

Resolution No. 186.—By Delegate Theodore Payne, Asphalt Pavers:

WHEREAS, The asphalt pavers have recently begun to organize and not having the finances to place an organizer in the field; be it

RESOLVED, That the American Federation of Labor will have their organizer do all they can to organize the asphalt street pavers wherever they are found.

Committee on Organization reports favorably.

Report of committee concurred in.

Resolution No. 187.—By Delegate Theodore Payne, Asphalt Pavers:

WHEREAS, The Asphalt Street Pavers having recently begun to organize, we ask that the American Federation of Labor see that the organizers of the various cities and towns throughout the country wherever they are found will organize our class of workmen. We wish to be known as a class of workers favoring an eight-hour workday and oppose the injunction that is practised on union workmen today. This is the sentiment of the Asphalt Pavers' Union 10,513.

Committee on Organization reports no action necessary.

Report of committee concurred in.

Resolution No. 218.—By Delegate Edgar A. Perkins of the Indiana Federation of Labor:

WHEREAS, The Allied Metal Mechanics have protested against the issuance of a charter by the executive council of the American Federation of Labor to the Saw Grinders' Union of Indianapolis, claiming jurisdiction over the men working at this branch of the saw making industry; be it

RESOLVED, That the Executive Council be instructed to grant a charter to the saw grinders, conditioned on the sanction of the Saw Smiths' International Union.

Committee on Organization recommends that this resolution be referred to the Executive Council.

Report of committee concurred in.

Resolution No. 171.—By Delegate Patrick Mahoney, Massachusetts State Branch:

RESOLVED, That it is the sense of this Convention that there is nothing in the occupation of an insurance agent which should debar those following that avocation from organizing under the American Federation of Labor, subject to the usual restriction on qualification for membership.

Resolution No. 235.—By Delegate Mike J. Donovan of the Pawtucket, R. I., Central Labor Union:

WHEREAS, By a division of the Executive Council of the Federation of Labor the Insurance Agents' Unions of this country have been refused American Federation of Labor charters, on the untenable ground that insurance agents are not wage workers; be it

RESOLVED, That this Convention recog-

nize the insurance agents as wage-workers and order the Executive Council to grant them charters.

Committee on Organization recommends that resolutions No. 171 and No. 235 be referred to the Executive Council.

Moved that the report of the committee be concurred in.

Delegate said in his opinion insurance agents should be chartered by the American Federation of Labor.

Delegate Donovan favored the adoption of the resolution.

Delegate Sinclair said he had been an insurance agent for three years and they were certainly wage earners.

Delegate Hill said he was instructed by the Nashville Central Labor Union to favor the Convention's instructing the Executive Council to issue charters to organized insurance agents.

Delegate O'Connell said the members of the committee were of the opinion that insurance agents were not wage workers in the sense understood by the American Federation of Labor.

Delegate Richmond favored the issuance of charters to organized insurance agents.

Delegate Daley opposed the recommendation of the committee.

Delegate Lennon thought that if the insurance agents wanted to organize they could do so locally and when they had demonstrated their right to a position in the trades union movement there had been nothing done by the Executive Council to prevent them from getting a charter.

Delegate Kreft favored the adoption of the resolution.

Delegate McGovern favored the organization of insurance agents.

Delegate Hibbert thought that insurance agents did a great deal of work and should be considered wage earners.

Delegate Kneeland opposed reference to the Executive Council.

Delegate Boehm questioned if any of the insurance agents have ever made a demand on the employing class to improve their condition.

Delegate Evans said he was an insurance agent at one time for the Metropolitan and that anyone working for any of those companies was certainly a wage earner.

Delegate Casey opposed the committee's report.

President Gompers spoke at some length against the issuing of charters to insurance agents.

Delegates Stayton and Wilson opposed, the committee's report.

Delegate Lavin favored the committee's report.

The previous question was called for, and by a vote of 171 in favor to 77 against the report of the committee was concurred in.

A roll-call was demanded and the chair called for a show of hands, only 24 delegates responding, which was not a sufficient number.

Resolution No. 247.—By Delegate George E. Vincens of Central Labor Union of Springfield, Mass.:

RESOLVED, That the incoming Executive Council of the American of Labor be and is hereby directed to order all organizers of the American Federation of Labor to give their special attention to the work of organizing the tobacco strippers of the United States and Canada.

Committee on Organization reports favorably.

Delegate Mahoney secured unanimous consent to amend the resolution by inserting the words "cigar factory" before the words "tobacco strippers."

Report of committee as amended concurred in.

Resolution No. 251 was withdrawn.

Concurred in.

Resolution No. 263.—By Delegate William J. Looney of Bookbinders:

WHEREAS, Considerable agitation has been carried on in reference to the absence of the Allied Printing Trades Council union label on school and college text books of the various cities and states; and

WHEREAS, The confederation of the American Federation of Labor is now meeting in a city wherein the firms of Houghton & Mifflin, of the Riverside Press, The University Press and Ginn & Co., large manufacturers of these books, are located; therefore be it

RESOLVED, That a special committee of five be appointed to call on these firms to endeavor to have them organize their plants and use the union label on their product; and be it further

RESOLVED, That this committee report back to this Convention before adjournment.

Committee on Organization reports favorably.

Report of committee concurred in.

President Gompers appointed the following committee as requested in Resolution No. 263:

Delegates Hursch, Healy, Henry, Kneeland and Taylor.

Resolution No. 284.—By Delegates Frank Feeney of Elevator Constructors, James Duncan of Granite Cutters, James O'Connell of Machinists, Dennis Hays of Glass

Bottle Blowers, Mark Morris of Retail Clerks, J. C. Bahlhorn of Board of Painters, M. P. Carrick of Board of Painters, John Mott of Hatters, Frank Butterworth of Terra Cotta Workers, Herman Lillen of Hod Carriers, and Wm. Spencer of Plumbers:

WHEREAS, The city of Philadelphia has for years been known as one of the poorest organized cities in the country, due to many causes, too many to enumerate in these resolutions; and

WHEREAS, The building trade unions of that city after many years of hard and earnest work under great difficulties and at a great cost have been able to fairly organize that city;

WHEREAS, The money interests are all combined together with the political machinery and all the daily papers to destroy the labor movement of Philadelphia, and more particularly the building trades unions; now therefore be it

RESOLVED, That this Convention make earnest appeal to all national and international unions affiliated with the American Federation of Labor, to at once send to the city of Philadelphia one or more organizers to begin an active campaign in that city beginning Jan. 1st, 1904; further

RESOLVED, That the Executive Council of the Federation be instructed to at once correspond with the officials of all national and international unions to that end.

Committee on Organization reports favorably.

Delegate Hammerstrom said he hoped that if organizers were sent to Philadelphia the trade unionists of that city would lend them all the assistance in their power.

Delegate Feeney said they would give such assistance.

Report of committee concurred in.

Resolution No. 80.—By Delegate Lawrence E. Murphy of Boston Water Workers' Union, No. 6.356:

WHEREAS, In the City of Boston there are many municipal departments employing skilled and unskilled labor; and

WHEREAS, Many trades having national and international unions claiming jurisdiction over said employees; and

WHEREAS, The said conditions will present many perplexing questions to be settled; therefore be it

RESOLVED, That the national president of the American Federation of Labor appoint a national organizer to act as arbiter on all questions arising between any two or more unions interested; further be it

RESOLVED, That the national organizer appointed be instructed to organize and affiliate all city employees in Massachusetts with the national body.

Endorsed by J. J. Downing, Delegate from Sanitary Workers' Union, No. 6.064.

Committee on Organization reports unfavorably.

Report of committee concurred in.

Delegate Downing moved that the report

of the committee and the resolution be recommitted to the committee.

Adopted.

Resolution No. 112.—By Delegate George H. Turner of Protective Laborers' Union 9756, Kansas City, Mo.:

WHEREAS, At a meeting of the Executive Council of the American Federation of Labor, held at Washington, D. C., Sept. 21 to 25, action of disapproval of the efforts to organize International Union of Protective Laborers was expressed and the local union initiating the call for a convention for such purpose was requested to recall the circular letter containing the call which had met with unanimous approval from a number of local unions sufficient to form an international, and as the decision of the Executive Council is contrary to the provisions of Sec. 2, Art. 9, of the constitution of the American Federation of Labor, on behalf of the local unions which have declared in favor of an international union. I appeal from their decision and ask for your careful consideration of our claims to the right and privilege granted

by the constitution to form ourselves into an international that we may join the brotherhood of internationals and march forth under the banner of the American Federation of Labor and perform our full share in the great battle for the rights of those who toil; therefore be it

RESOLVED, That this Convention direct the Executive Council to take immediate action which will result in the organization of an International Protective Laborers' Union and the granting of a charter for the same.

Committee on Organization reports unfavorably.

Delegate Turner asked that the report of the committee be non-concurred in.

Delegates Hank, Lawson and Smith spoke upon the question.

Report of committee concurred in.

Delegate Hibbert secured unanimous consent to introduce a resolution.

Convention adjourned until 2 P. M.

## SEVENTH DAY—Afternoon Session.

Convention called to order by President Gompers at 2 o'clock.

Absentees: Barry (J. L.), McGovern, Towey, Hoke, Boyle, Lowe, Schmidt, Eichelberger, Scaife, Bradley, Weber, Fitzgibbon, Carrick, Winn (Peter), O'Hare, Dix, Ross, Lincoln, Sangster, Tansey, O'Donnell, Powell (Geo.), Curley (Jno. F.), Neary, McLaughlin (C. J.), Ferguson, Markey (H. A.), Thomas, Hasselbeck, Fossberg, Collins (Thos. J.), Scollin, Mahoney (D. D.), Curtis, Keene, Sarman, Duffy (O. H.), Henry (Frank), Pena, Allmon, Allabough, Jones (W. D.), Davis, Hinchey, Lawler, Hulse, Thompson, Kane, Holloway, Dodd, McKelvey, Clarke (E. R.), Cowell, Harney, Kuhn, Tyson, Hitchcock (Henry), Harskowitz, Moore (J. J.), Barnett, Henderson (W. F.), Gosline, Paterson, Burton, Dinneen, Hodges, Reed (W. A.), Cannon, Gilpin, Butler, Faulkerson, Cooper (J. A.), Schmatterlee, Studd, Page, Tussiny, Gascoyne, Madden, Kidd (W. C.), Morlin, Anderson, Field, Doran, Walshe (Richard), Tobin (P. F.), Brady, Murrell, Feehan, Creamer (Francis), Fieldstack, Miles, McLeod, Hapgood, Mills, Roderick, Kelley (James), Dillon, Ludwig, Hillard, Damozonio, Cooper (Wm.), Hill (L. A.), Deigle, Gately, Rosenfield, Freeman, Smith (Wm.), Bolger, Scott (Timothy), Francis, Hutchinson, Klein, Clark (Wm. H.), Tarrents, Herr, Sadler.

On motion reading of the minutes was dispensed with.

Delegate Driscoll, on behalf of the city of Boston, extended to the Convention an invitation to an excursion down the harbor on Thursday afternoon.

Delegate Driscoll moved that we adjourn Thursday noon, to meet Thursday evening

at 8 o'clock, so that delegates could take the trip down the harbor.

Delegate Kneeland favored the motion.

Delegates Hart, Cable, Kelley and Murphy opposed the motion.

Delegate Warner moved the previous question.

Agreed to.

By a vote of 120 in the negative to 109 in the affirmative, the motion to adjourn Thursday noon was lost.

Delegate Lewis, for the Committee on Grievances secured permission to refer the following resolutions:

No. 116 and No. 265 to Committee on Executive Council's report; No. 137 and No. 181 to Committee on Resolutions.

Agreed to.

Resolution No. 221.—By Delegates John McNeill, Ed. Fosland and David Malloy of Boilermakers and Iron Shipbuilders:

WHEREAS, We, the Brotherhood of Boilermakers and Iron Shipbuilders of America, desire to call attention of the delegates to the fact that the bridge and structural workers who are now affiliated with the American Federation of Labor have secured their charter without notifying our organization of same, contrary to Article 9, Section 11, of the constitution; that "No charter shall be granted by the American Federation of Labor to any national, international, trade or federal labor union without a positive and clear definition of the trade jurisdiction claimed by

the applicant, and the charter shall not be granted if the jurisdiction claimed is a trespass on the jurisdiction of existing affiliated unions, without the written consent of such unions." And believing the above section has not been lived up to, and knowing the advisability of a thorough understanding necessary between our craft and structural workers, we desire to have the Convention call a meeting of a committee from the Boilermakers and Structural Workers, to be held in order to draw up a demarkation line for both trades; therefore be it

RESOLVED, That the delegates assembled authorize a meeting to be held in the city of Chicago as above described, no later than December 1, 1903, and that a representative from the American Federation of Labor be present at the meeting.

Committee on Organization reports that inasmuch as we have no evidence that the unions concerned have ever tried to bring about a settlement of their differences, we recommend that the unions endeavor to bring about a conference in accordance with the laws of the American Federation of Labor.

Report of committee concurred in.

Committee on Organization recommends that Resolutions 22, 23, 33, 36, 44, 47, 50, 56, 75, 105, 119, 120, 122, 128, 153, 154, 157, 160, 155, 172, 234, 231, 185, 238, 240, 246, 253, 282, be referred to the Executive Council, and that when the finances of the American Federation of Labor permit they be complied with so far as the conditions warrant, and further recommend that they take precedence wherever it is possible.

Moved that report of committee be concurred in.

Delegate Finn said that Resolution No. 157 should be considered separately.

Delegate Drake of Los Angeles favored the report of the committee.

Delegate Clay spoke at length on the question and strongly advocated that special effort in the way of organizing be put forth in the south.

Delegate Ryall favored the committee's report and said that if any exceptions were to be made in the disposition of the resolutions as recommended by the committee he would insist that all of the resolutions be discussed on the floor.

Delegate Jones favored the adoption of the report of the committee.

Delegate O'Connell supported the committee's report.

Delegate Warner moved the previous question.

Agreed to.

The report of the committee was adopted upon the 28 resolutions.

Delegate David A. Carey, for the Committee on President's Report, submitted the following:

To the Officers and Delegates of the Twenty-third Annual Convention of the American Federation of Labor.

Ladies and Gentlemen:

Your committee on the President's Report respectfully report as follows:

We consider the increase in membership a most gratifying one; the more so as it appears to be a healthy growth which has brought to each of the old and trained organizations a very large increase in their membership, these men coming in amongst old and trained forces come under their influence and example and learn to march in step with them. This, we consider to be of great importance, because it gives to the new element steadiness, patience and perseverance that could only be obtained through years of experience. We find another gratifying fact, that the organizers of the American Federation of Labor do not seem to question if the unions organized by them will form a part of the American Federation of Labor; they organize them and attach them to the proper national or international union, without any regard to whether such national union is in affiliation with the American Federation of Labor or not. Thus we find that among other organizations they have organized and placed with the Bricklayers and Masons' International Union twenty-four locals.

Under the captions, "Industrial Activity and Reaction," "Strikes and Funds as a Preventive," and "Agreement—Conciliation—Arbitration," the President is dealing with matters of the greatest and most serious problems immediately ahead and your committee is in full accord with what he says upon this subject. We would, if we could add emphasis to the warning addressed to the employers and the advice given to the trade unionists throughout the country. That industrial depression is evidenced and is daily growing more pronounced is doubted by no one acquainted with the industrial situation today. The great dailies contain information of cuts in wages or contemplated cuts in wages, also of men being laid off and the general feeling seems to be that the existing market is a falling one. There can be no doubt of the correctness of the position taken by the President when he says:

"As a matter of fact, the greater the power of consumption of the great mass of workers, the larger their wants, the higher is their standard of life, the greater the degree of industrial and commercial prosperity"; and again:

"It is the height of economic unwisdom to curtail the consuming power of the masses as a means of industrial revival or prosperity."

The President advises stern resistance to any attempt to reduce wages or increase the hours of labor, and your committee is in full accord with this advice and hope that it will be promptly endorsed by the convention and acted upon with calmness and determination by the general membership everywhere. Trade unions, however, like armies, largely move upon their "belly" and those who would have peace must be prepared to defend such peace, and next to a well disciplined and determined member-

ship is the importance of a well filled treasury. If a union is known to have funds enabling it to sustain a struggle for months, single handed, there is a much greater likelihood for peace and good-will, discussions and conciliation, than there is if the union has to depend upon donations from other organizations, to keep its membership alive during the struggle. We believe that the President is entirely right when he says:

"More strikes are avoided and averted by thorough organization and preparation for them, than by any other known means."

Reasonable initiation fee, high dues, provisions for assessments of working members to sustain those in the fight and large benefits during peace, have been proven by trade union history, to be the road to success. We recommend to the trade unionists of the country the careful reading of the President's Report upon these matters. With all this, there is no doubt that strikes will come; they should be avoided if possible, but under no circumstances should we permit ourselves to be placed in a position where we cannot defend ourselves and others when necessary by the use of the strike.

The President, under the heading "Jurisdiction Danger," deals with a matter that is monthly, yea weekly, growing more and more in importance and which will result in disintegration if we cannot be induced in some way to approach this question with common sense and in a more fraternal spirit, than that which we see developed on every hand today. The convention at Louisville dealt with this matter by adopting the following:

"Referring to the matter of trade jurisdiction, we note the difficulties that have arisen, and feel satisfied that, whatever may be the desire of separate parts of the movement in a direction of establishing hard and fast lines between the various crafts and callings, such action would be not only unwise but impossible. In our constantly changing industrial system, where we find a different stage of development in each industrial centre, any definite lines laid down would either act as a straight-jacket, or would be disregarded. Your committee does, however, think that much may be done, in the direction of ameliorating the difficulties and dangers, by the separate organizations, working in, and necessarily to, the same establishment, refusing to enter into any agreement which will esstop them from protecting the interests of their fellow-workers, or their own, as affected by any action which the employer may choose to take with regard to them; or, whenever this is impracticable, adopting a policy of making their agreements with their employers so that they will expire at the same time, and having the agreements afterward entered into simultaneously."

However, the struggle has developed to greater proportions and greater danger. A desire for expansion has taken possession of some of our organizations along with an utter disregard for the rights of others. In a useless struggle about jurisdiction over certain workmen on the part of unions, and over some work on the part of the membership, the feeling of solidarity is lost, the sense of proportion is blurred, opportunities for improvement in workers' condi-

tion are missed, and through unjust and unnecessary hardships imposed upon the employer, unnecessary strikes or lockouts are produced. It is a striking proof of our inability to govern ourselves and will cause a temporary disintegration of the movement if we cannot and will not deal with this matter in a calm and fraternal spirit. The numerous applications to revoke charters is an evidence of the extent to which this has gone and of the despair which underlies such demands.

From this disagreeable subject we turn with pleasure to the report of other organizations who, sitting down calmly and in an unselfish spirit, have settled their difficulties in a rational way.

Your committee is in full accord with what the President has to say under the headings, "Labor Movement in Canada" and "International Relations."

In the matter of Porto Rico the President says:

"I am fully persuaded, however, from the information received from various quarters, that the best interests of the labor movement of Porto Rico and its full affiliation, pursuant to the laws and policies of the American Federation of Labor make it necessary for the President of the American Federation of Labor to visit Porto Rico some time in the early part of the coming year."

Your committee recommends that such instructions be issued by the convention.

Under the headings of "Union Labels" and "Consumers' Leagues-Label Leagues" the President reports upon sundry matters showing the increasing importance of labels and the necessity for the safeguarding from all encroachments, well meaning or otherwise. Your committee is in full accord with the suggestions therein contained.

Your committee recommends that the suggestions made by the President relative to the St. Louis Exposition be adopted, and would urge a prompt compliance therewith on the part of the different organizations.

Your committee notes with regret that the department of labor was absorbed in the new department of commerce and labor. We believe that labor statistics, in coming through any other department of the government will, even with the best intention on the part of the secretary of such department, be colored to a sufficient extent to thereby lose its value.

We note with regret the violation of the existing eight-hour law by the contractors working under authority of the War Department. We endorse the action taken by the President in protesting against the position taken by the War Department, and we share with him the hopes that the President of the United States may find it consistent with his duty to issue such instructions to the different departments as now seem necessary for a uniform and proper enforcement of the eight-hour law by all of the departments.

Referring to legislation we note that the Senate has again refused to enact the eight-hour bill and would add that, in asking for the passage of this legislation, we approach the government as an employer with our petition, that in contracts there shall be inserted a proviso that all such

contracts shall be completed on an eight-hour day. When private employers refuse to listen to our petitions and to redress our grievances, we seek a remedy through the stoppage of work. It seems to us that the government should not place us in a position to compel us to do the same thing in relation to work done for the government. We find that the Senate also insisted upon changing the anti-injunction to pro-injunction bill, and we endorse the action taken by the President in protesting against its passage in that shape. On this matter the committee desires to call attention to what was said on this subject by the convention held at New Orleans, as follows:

"The use of the injunction in labor disputes is becoming more and more general; its value to the employer, and its danger to the workmen, is becoming better and better understood. It is an effort to retain, through judicial decisions and orders, the power over the working people which has long been legislatively surrendered, and seems to have as its governing cause the concept that the ownership of a mine, a factory, or a means of transportation carries with it the ownership of so much of the working power of the laboring class as will make such factory, mine, or means of transportation profitable to its owner. This concept has in it an idea of peonage which, if permitted to grow, will re-establish peonage in its most objectionable form. If through the use of the equity power vested in courts, our rights as workers to quit work at will, and to induce others to quit with us, can be taken away, then the peaceable evolution towards industrial democracy is cut off, and the workers will be compelled to look to more revolutionary measures for redress of existing grievances, and the obtaining of better conditions in the future. If we are permitted to withdraw our labor in unison from any establishment where we have grievances to be redressed, then the development may go on the lines of the development in England towards political democracy, through parliamentary control over taxation and appropriation. If it is to be taken away, then we might as well now realize that peaceable development will stop, and the political history of France will be the industrial history of our country. For these reasons, your committee recommends that no efforts be spared to induce the legislative power to curtail the usurpation indulged in by the judiciary branch of our government, by the enactment of the anti-injunction bill."

We endorse what the President has to say and we reaffirm the previous position of the previous conventions in the matter of obtaining a comprehensive immigration law, including an educational test.

In the matter of the Mongolian invasion into the mainland and the insular possessions, your committee agrees with the President and would urge that legislation be enacted which will stop the coming of Japanese and Koreans, as well as the Chinese.

With reference to the recommendations of Governor Taft: that a limited number might be admitted into the Philippines for a limited period. We submit that such would be a system of peonage or compul-

sory labor against which we most emphatically protest, regardless of whether the laborer be white, black or yellow.

In the matter of seamen's rights to the same individual and personal freedom enjoyed by other workers, we fully agree with the President and we protest against the continuation of this system of contracts to labor, enforceable by imprisonment as degrading to the seamen and dangerous to the freedom of all other workers.

Referring to the legislation introduced by Senator Frye of Maine and Representative Allen of the same state, we regret that there are yet representatives and senators who are still willing that someone else should be permitted to draw the wages for which the seaman has signed and worked.

In the matter of "Anti-Trust, Anti-Labor Legislation," "So-called Anti-Boycott Law" and "Child Labor Law," your committee is in accord with what the President says, and in addition would solemnly warn the workers against any class of legislation which, while it pretends to take from the employer the privilege of monopoly, is simply robbing the workers of the right of combination. That the child belongs in the school and on the playground instead of in the workshop and factory is as well known and recognized by those not blinded by personal interests, as is the multiplication table. We would in addition to this call attention to the deplorable condition existing in the south, where we find the colored children in the school and on the playground, the whites in the factory, a matter for serious consideration of the legislators meeting in the different capitals of the southern states.

We note what the President says with reference to the "Initiative and Referendum." We recommend its endorsement by the convention and that it be carefully analyzed and acted upon by trade unionists throughout the country. We note the recommendation pertaining to the Federationist and urge that the same be adopted.

Local strikes and defense fund has been referred to the Committee on Law, "the union shop or open shop" to the Committee on Resolutions, "institutions of learning and labor" to the Committee on Education, and "auditing committee" to the Committee on Law; which respective committees will deal with the matter contained in the report.

In closing the report the committee would again call attention to that section of the report which deals with the duty of the trade unionists to stand shoulder to shoulder in the coming period of depression in defense of the improved condition obtained and their organizations to the end that when the depression shall have passed it may have solidified and sobered the movement.

Respectfully submitted,

A. FURUSETH, Chairman;  
MARTIN P. MURPHY,  
DAVID A. CAREY,  
H. W. SHERMAN,  
JOHN FAHY,  
WM. M. GARRETT,

Secretary.

Moved that the report of the committee be adopted.

Delegate Hoehn said he agreed with President Gompers' report. The president said in his report that the trade unionists should be ready to meet any attempt to lower wages or lengthen hours.

Delegate D. A. Hayes favored the president's report.

Delegate Max S. Hayes spoke in favor of President Gompers' report.

Delegates Lavin, Slayton, Furuseth and Ramsay favored the adoption of the report of the committee.

Delegate Warner moved the previous question.

Agreed to.

The report of the committee was adopted.

Delegate Wilson of the Miners desired to be recorded as voting against that part of the committee's report relative to industrial depression.

Agreed to

Delegate Hirsch, for Committee on Labels, made the following report:

Resolution No. 285.—By Delegates Albert Hibbert, James Tansey, Thomas O'Donnell and Samuel Ross of United Textile Workers:

WHEREAS, The United Textile Workers of America have been for some time trying to have a label of their craft put upon all textile fabrics; and

WHEREAS, They have been successful in placing their label in two shops; therefore be it

RESOLVED, That the American Federation of Labor, in convention assembled, endorse the label of the United Textile Workers of America.

Committee on Labels reports favorably.

Report of committee concurred in.

Resolution No. 275.—By Delegate John P. Frey, Iron Molders' Union of North America:

WHEREAS, Convicts are employed in molding the castings used in making seals in direct competition with union molders; and

WHEREAS, The Iron Molders' Union of North America have a label for the purpose of designating union made castings;

RESOLVED, That the incoming officers of the American Federation of Labor be instructed to purchase only such seals as bear the label of the Iron Molders' Union of North America.

Committee on Labels reports favorably.

Report of committee concurred in.

Resolution No. 144.—By Delegate James P. Holland of Central Federated Union, New York:

WHEREAS, The Paper Box Makers' Union members of New York city have been locked out by the combination of box manufacturers; and

WHEREAS, Said paper box makers are engaged in a life and death struggle; be it

RESOLVED, That the twenty-third Convention of the American Federation of Labor, in Convention assembled, hereby

pledges its support to the Paper Box Makers' Union; and be it further

RESOLVED, That all organizations be requested not to handle any paper boxes unless same bear the label of the American Federation of Labor.

Committee on Labels reports favorably.

Report of committee concurred in.

Resolution No. 113.—By Delegates Geo. Mackey and James F. Fitzgerald of Paper Makers:

WHEREAS, The International Brotherhood of Paper Makers have been struggling for years to establish a uniform work day of eight hours in the respective paper mills; and

WHEREAS, The said organization has been successful in establishing the eight-hour work day in many of the mills; and

WHEREAS, The products of said mills bear the union label of the International Brotherhood of Paper Makers, said label having the endorsement of the American Federation of Labor; therefore be it

RESOLVED, That the respective organizations whose members are employed in publishing concerns and who are obliged to handle the products of the paper makers be urged to give preference to the paper bearing the label of the Paper Makers wherever and whenever possible.

Committee on Labels reports favorably.

Report of committee concurred in.

Resolution No. 195.—By Delegate James Wood, Cigarmakers' Delegation:

WHEREAS, The Cigarmakers' International Union of America places upon the product of the labor of its members a blue union label to designate such labor from the products of child, prison, tenement house and Chinese labor; therefore be it

RESOLVED, That the delegates to the twenty-third annual Convention of the American Federation of Labor assembled condemn the practices by the trust and other non-union cigar manufacturers of the United States and Canada, who by the employment of young and innocent children crush hope out of their lives, dwarf them physically, mentally and morally; be it

RESOLVED, That a general demand be made by the members of the American Federation of Labor for the union blue label of the Cigarmakers' International Union of America.

Committee on Labels reports favorably.

Report of committee concurred in.

Resolution No. 225.—By Delegate J. Frank O'Hare of Printing Pressmen and Assistants:

WHEREAS, The Allied Printing Trade Council of Boston and the various printing trade councils throughout the United States and Canada are endeavoring to have the label of the Allied Printing Trades Council placed on all printed books used in the public schools throughout the country; and

WHEREAS, We believe that every union man and woman should lend aid towards the success of this movement;

RESOLVED, That the American Federation of Labor endorses the movement, and the secretary is hereby requested to communicate with the secretaries of all national bodies and central labor unions affiliated with the American Federation of



Labor and request them to assist in making the movement a success.

Committee on Labels reports favorably.

Delegate O'Hare spoke in favor of the adoption of the resolution.

Delegate Mackey favored the committee's report and hoped that it would help the Paper Makers to push their label to the front.

Report of the committee concurred in.

Resolution No. 98.—By Delegate James L. Barry of Actors' National Protective Union:

RESOLVED, That the American Federation of Labor indorse the label of the Actors' National Protective Union at this convention; also that all unions affiliated with the American Federation of Labor at all times insist upon the employment of union actors where talent is to be employed.

Committee on Labels reports favorably.

Delegate Wood spoke in favor of the adoption of the committee's report.

Report of committee concurred in.

Resolution No. 107.—By Delegate Jere Cotter of United Gold Beaters' National Union of America:

WHEREAS, The United Gold Beaters' National Union of America has for years endeavored to maintain its organization for the protection of its members; and

WHEREAS, The products of the gold beaters, namely, gold leaf, being used by the members of many affiliated unions such as the Brotherhood of Painters and Decorators and Paper Hangers of America, also the International Brotherhood of Book Binders and perhaps many other; and

WHEREAS, The United Gold Beaters' National Union has adopted a label which is endorsed by the American Federation of Labor which is placed upon all packages of gold leaf manufactured by union firms; therefore be it

RESOLVED, That the affiliated unions herein mentioned be instructed by the American Federation of Labor through its president that the members of the respective unions be urged to use only gold leaf which bears the union label wherever and whenever possible to do so.

Committee on Labels reports favorably.

Report of committee concurred in.

Resolution No. 26.—By Delegate H. J. Vollmer of the International Jewelry Workers of America:

Owing to the fact that our label is in existence a short time and many organizations are not familiar with same, we do hereby request that all jewelry, watches, buttons and emblems purchased bear the double acorn label.

Committee on Label reports favorably.

Report of committee concurred in.

Resolution No. 278.—By Delegate Cotter of United Gold Beaters' National Union of America:

WHEREAS, The New Orleans Convention of the American Federation of Labor endorsed the label of the Gold Beaters' National Union and appealed to all affiliated organizations to use the same; be it

RESOLVED, That the twenty-third annual Convention of the American Federa-

tion of Labor hereby reaffirm the endorsement and appeal.

Committee on Labels reports favorably.

Report of committee concurred in.

Resolution No. 57.—By delegation of Tobacco Workers' International Union:

WHEREAS, The blue label of the Tobacco Workers' International Union represents tobacco made under fair union conditions, by union men; and

WHEREAS, The tobacco workers' label is the only proof of the same, as it distinguishes union from non-union and trust-made tobacco; therefore be it

RESOLVED, That the American Federation of Labor, in convention assembled in Boston, re-endorse the blue label of the Tobacco Workers' International Union; and be it further

RESOLVED, That every member of each affiliated union be, and is hereby, requested to demand the blue label upon all tobacco and cigarettes he may purchase, thereby showing his loyalty to the cause of unionism in a substantial manner.

Committee on Labels reports favorably.

Report of committee concurred in.

Resolution No. 220.—By Delegate Jacob G. Hoher of the International United Brotherhood of Leather Workers on Horse Goods:

WHEREAS, There are still many states in the United States and provinces in Canada, where leather horse goods are manufactured by convicts in the state institutions and prisons; and

WHEREAS, The label of the International United Brotherhood of Leather Workers on horse goods is the only symbol of true unionism and skilled labor; therefore be it

RESOLVED, That the twenty-third Convention of the American Federation of Labor re-endorse the label of the International United Brotherhood of Leather Workers on horse goods and request all unionists, especially the different teamsters, locals affiliated, to demand said label when purchasing or using horse goods; be it further

RESOLVED, That the secretary of the American Federation of Labor notify all affiliated teamsters' locals of this resolution.

Committee on Labels reports favorably.

Report of committee concurred in.

Resolution No. 133.—By Delegate Emil Shaerer:

WHEREAS, The Bakery and Confectionery Workers' International Union of America has, at their last convention held in April, 1903, adopted a label for candy makers as herein shown; and

WHEREAS, Said label has as yet not been endorsed by the American Federation of Labor; therefore be it

RESOLVED, That the twenty-third convention of the American Federation of Labor endorses the adopted candy label of the Bakery and Confectionery Workers' International Union of America; be it further

RESOLVED, That the organizers of the American Federation of Labor be instructed to assist in organizing this poorly organized craft, and also agitate the use of this said union label.

Committee on Labels reports favorably.

Report of committee concurred in.

Resolution No. 52.—By Delegate Herman

Grossman of the International Ladies' Garment Workers' Union:

WHEREAS, By supporting the respective labels of the various organizations, the trade unionists of America can best assist each other on the economic battlefield, and gain each for the other the fullest recognition of the trade unions of the trade-union demands; and

WHEREAS, The label of the International Ladies' Garment Workers' Union stands for the aspirations and is the hope of the sweat-shop-ridden ladies' garment workers; and

WHEREAS, The existence of the International Ladies' Garment Workers' Union is threatened by a manufacturers' association, including the whole industry in all sections of the country, formed for the express purpose of disrupting this growing body; be it therefore

RESOLVED, That this convention reiterates the action of the Scranton, 1901, and New Orleans, 1902, conventions and endorses the label of the International Ladies' Garment Workers' Union, placed on all articles of ladies' wearing apparel, by which is meant, ladies', misses' and children's cloaks, suits, waists, skirts, wrappers, dresses, corsets, lingerie, etc.; and be it further

RESOLVED, That the members of the American Federation of Labor are instructed to urge their mothers, wives and daughters to demand and wear union labelled ladies' garments, and that the women members of the American Federation of Labor are especially instructed to demand union labelled clothing for themselves; and be it further

RESOLVED, That to attract the attention of the wage earners, both women and men, to the label of the International Ladies' Garment Workers' Union, special mention shall be given to the same in the columns of the American Federationist, the official organ of the American Federation of Labor; and that

WHEREAS, The Label of the International Ladies' Garment Workers' Union must appeal especially to the women for support; be it

RESOLVED, By this convention that the organizers of the American Federation of Labor shall agitate for the label of the said organization in their respective localities, especially among the women, both organized and unorganized, and thus educate them to demanding and wearing the articles manufactured by honest union labor and not made in sweat shops or tenement houses; and be it further

RESOLVED, That this convention, representing the organized wage earners of America, requests the various orders, organizations and societies in which women are admitted to membership, or which are composed entirely of women, to give their moral support to the contest being waged against the sweat-shop and tenement-house evil still dominant in the ladies' garment industries, by insisting and calling for the union label of the International Ladies' Garment Workers' Union upon all articles of clothing bought for their own use, and that this convention once more pledges the moral support of all organized labor to the label of the International Ladies' Garment Workers' Union, which is

the only true emblem of the organized wage earners, guaranteeing to the purchaser freedom from the contagion of the sweat shop and tenement house, and standing for fair play and decent treatment of the wage earners.

Committee on Labels reports favorably.

Report of committee concurred in.

The committee on Labels recommends the adoption of Resolution 237, to read as follows:

Resolution No. 237.—By Delegates F. H. Murray and Chas. Dold of Piano and Organ Workers International Union of America:

WHEREAS, The design of the label of the Piano and Organ Workers' International Union of America has been changed since the last convention of the American Federation of Labor; and

WHEREAS, The Label of the Piano and Organ Workers' International Union of America was endorsed at previous conventions of the American Federation of Labor, as the label designating the product of union labor on pianos, organs and musical instruments; be it

RESOLVED, That the new design be endorsed by the American Federation of Labor, as the only label of the Piano and Organ Workers' International Union of America, on pianos, organs and musical instruments (except brass instruments) indicative of union conditions.

Report of committee concurred in.

Resolution No. 13.—By Delegate Edward Cohen, of Central Labor Union of Lynn:

WHEREAS, A struggle for supremacy between the K. of L. and A. L. U. on the one side and the Boot and Shoe Workers of America on the other side is going on in the city of Lynn, Mass., resulting in joint action between the K. of L. and the A. L. U. in boycotting the Union Stamp of the Boot and Shoe Workers' Union and all other Union Labels, Cards and Stamps; therefore be it

RESOLVED, That the delegates in convention assembled do again indorse the Union Stamp of the Boot and Shoe Workers' Union of America; and be it further

RESOLVED, That all affiliated organizations, organizers and district organizers be instructed to use their best endeavors and pay particular attention to have placed on the unfriendly list all shoes manufactured in the cities of Lynn and Haverhill not bearing the Union Stamp of the Boot and Shoe Workers' Union of America.

First resolution referred to Committee on Labels.

Second resolution referred to Committee on Boycotts.

The Committee on Labels reports favorably upon the reindorsement of the union stamp of the Boot and Shoe Workers' Union.

Report of committee concurred in.

It was moved that so much of the resolution as refers to boycott be referred to the Executive Council to take the usual course.

Adopted.

Resolution No. 186.—By Delegate Joseph W. Kelley, Brockton Central Labor Union: WHEREAS, The stamp of the Boot and Shoe Workers' Union is the only recognized Boot and Shoe Workers' stamp of the American Federation of Labor; and

WHEREAS, Through the controversy of two dual organizations of labor the Knights of Labor have been and are boycotting the product of members of the Boot and Shoe Workers' Union; therefore be it

RESOLVED, That the delegates in convention assembled do again indorse the Union stamp of the Boot and Shoe Workers' of America; and be it further

RESOLVED, That all affiliated organizations, organizers and district organizers be instructed to use their best endeavors and pay particular attention to have placed on the unfriendly list all shoes manufactured in the cities of Lynn and Haverhill not bearing the union stamp of the Boot and Shoe Workers' Union of America.

Committee on Labels reports no action necessary, the subject matter being covered by Resolution No. 13.

Report of committee concurred in.

Resolution No. 200.—By Delegate John J. Casey of the Pennsylvania State Federation:

WHEREAS, Persons advocating the purchasing of union label goods are often embarrassed by goods purchased by themselves, and not being able to do so, through no fault of theirs, as the American Federation of Labor paper label is partly responsible for this, as it is easily removed from the article it is originally placed on, by dampness and otherwise; therefore be it

RESOLVED, That this Convention instruct the officers in charge of the American Federation of Labor to discontinue the use of the paper label, where possible, and procure a cloth label, which can be sewed into the articles it is placed on, such as suspenders, neckties, etc.

Committee on Labels recommends that this resolution be referred to the Executive Council with favorable recommendation provided there is no obstacle to interfere with the carrying out of same.

Delegate Wheeler said there was no better way to assist the label than through the Women's Label Leagues.

Report of committee concurred in.

Resolution No. 203.—By Delegate George W. Williams of the International Stereotypers and Electrotypers Union:

WHEREAS, Printed matter bearing no evidence of being the product of union labor has appeared in this hall; and

WHEREAS, We believe it to be consistent with our declaration of principles that such appearance should be prevented; therefore be it

RESOLVED, That a committee of three (3) be appointed to examine each lot of printed matter presented for distribution in this hall, and allow none to appear that does not bear the union label of the printing trades.

Committee on Labels reports action un-

necessary on account of previous action by the Convention.

Report of committee concurred in.

Resolution No. 49.—By Delegate F. C. Wheeler of the United Brotherhood of Carpenters of America:

WHEREAS, It has been clearly demonstrated that wherever a Woman's Union Label League has been established that much good has been accomplished, especially for the clerks and for unions having a label on their products; therefore be it

RESOLVED, That the convention of the American Federation of Labor earnestly endorse the Woman's Union Label League and recommend wherever possible the label be established.

Committee on Labels reports no action necessary, as subject matter has been covered in Resolution No. 30, which has been acted upon by the convention.

Report of committee concurred in.

Resolution No. 167.—By Delegate Sheehan, Federated Trades Council:

WHEREAS, A number of local trades unions are using the label of the American Federation of Labor; and

WHEREAS, These local trades unions that are using the American Federation of Labor label are generally young organizations that have no surplus funds in their treasury, and therefore are forced to draw the money needed to purchase labels from their employer; and

WHEREAS, In a great many instances they take advantage, by advancing the purchase money, of misusing the use of said label, by claiming ownership, by right of purchase;

RESOLVED, By the Federated Trades Council, that the twenty-third annual convention of the American Federation of Labor devise ways and means to furnish its affiliated unions with the American Federation of Labor label, and the same not to be paid for by the employer and the union until used.

Committee on Labels refers to Executive Council without recommendation.

Report of committee concurred in.

Resolution No. 76.—By Delegate James Sheehan of Wisconsin State Federation of Labor:

WHEREAS, The labeling of union made goods is one of the most effective weapons in the economic struggle; and

WHEREAS, The present method of labeling union made goods does not give the satisfaction that it should owing to the large number of labels, which would necessitate for some articles to have several labels in order to be considered union goods; therefore be it

RESOLVED, That the convention of the American Federation of Labor appoint a committee to devise ways and means for a universal label to be used on all union made goods.

Resolution No. 100.—By Delegate F. W. Burman of Schenectady Trades Assembly:

WHEREAS, The present method of labeling union-made goods does not give the satisfaction it should owing to the large number of labels now in use, and it is a

difficult task for the large majority of union men to recognize the genuine label; therefore be it

**RESOLVED**, That this convention adopt a universal label instead of the numerous labels now in use to be used on all union-made goods.

Committee on Labels reports unfavorably on Resolutions No. 76 and No. 109.

Delegate Leonard opposed the committee's report and favored the adoption of a universal label.

Report of the committee concurred in.

**Resolution No. 11.**—By Delegate Herman G. Vollmer, International Jewelry Workers of America:

**WHEREAS**, The Watch Case Engravers are placing their label on non-union watch cases, and the same are sold as union product, we do hereby present this grievance to your committee for adjustment.

Committee on Labels recommends reference to Grievance Committee.

Report of committee concurred in.

**Resolution No. 177.**—By Delegates representing the United Brotherhood of Carpenters and Joiners:

**WHEREAS**, The label of the United Brotherhood of Carpenters and Joiners of America is now registered in thirty-four different States in this country; and

**WHEREAS**, Said label is known as an eight-hour label, in conformity with the decision of the Convention of the American Federation of Labor, held in Boston, Mass., in 1889, and in accordance with the laws laid down by the twelfth biennial convention of the United Brotherhood of Carpenters and Joiners of America, held in Atlanta, Ga., September 15-30, 1902; and

**WHEREAS**, On June 25, 1903, an official request was made on the Executive Council of the American Federation of Labor to indorse the label of the United Brotherhood; and

**WHEREAS**, The Executive Council, on October 2, 1903, refused indorsement of the said label; therefore be it

**RESOLVED**, That this, the Twenty-third Annual Convention of the American Federation of Labor revoke the action taken by the Executive Council on October 2, 1903, and indorse the union label of the United Brotherhood of Carpenters and Joiners of America.

Committee on Labels recommends reference to Committee on Executive Council's Report.

Report of committee concurred in.

**Resolution No. 127.**—By Delegate Joseph W. Kelley of Brockton Central Labor Union:

**WHEREAS**, Through the controversy between the Brockton Central Labor Union and the Bakers' Union, on the question of union label and non-union label yeast; and

**WHEREAS**, The Brockton Central Labor Union has unseated the delegates of the Bakers' Union for discriminating against

the label of the American Federation of Labor;

**RESOLVED**, That the delegates in Convention assembled do instruct the General Executive Council to take action to protect any further discrimination against the label of the American Federation of Labor.

Committee on Labels recommends reference to Committee on Grievances.

Report of committee concurred in.

**Resolution No. 279.**—By Delegate Jere Cotter of Gold Beaters' National Union of America:

**WHEREAS**, The Hastings Company of Philadelphia, Pa., which also comprises the Kemp Company of New York city, gold leaf manufacturers, have been placed upon the unfair list by the twenty-second annual convention of the American Federation of Labor; and

**WHEREAS**, The afore-mentioned concern has forced its employees to be organized into the Knights of Labor, which so-called organization supplied the said concern with an alleged label similar to that used by the Gold Beaters' National Union of America; be it

**RESOLVED**, That this twenty-third annual Convention hereby call upon organized labor in general and the Brotherhood of Painters and Decorators, Brotherhood of Bookbinders, Gilders, Sign Writers, Carriage Workers, and Tip Printers in particular to only use the gold leaf containing the label of the Gold Beaters' National Union of America, affiliated with the American Federation of Labor.

Committee on Labels recommends reference to Committee on Boycotts.

Report of committee concurred in.

**Resolution No. 147.**—By Delegate Philip Kelly and Lee M. Hart of International Alliance Theatrical Stage Employees:

**WHEREAS**, The past year's history of the trade union movement has shown that fundamental laws of organization through the heartless and selfish motives of aggrandizement by many of our large national and international unions courteously taking unto themselves the work and rights of trade long established; and

**WHEREAS**, This continued trespassing upon the trade rights and jurisdiction belonging to these many crafts have been honestly granted to them by right of labor, and the consent, by jurisdiction granted to them, as strict trades men by this great American Federation of Labor; and

**WHEREAS**, It is well known and self-evident to all that this crime against strict trade autonomy (honesty) has not alone tended to disrupt our unions, but is bringing such discredit upon our entire movement that the condition has changed whereby our fellow-workmen have become more feared than the aggressive employer; therefore be it

**RESOLVED**, That this, the twenty-third annual Convention of the American Federation of Labor reaffirms its doctrine of strict trade autonomy and hereby gives notice to all its affiliated crafts that they must strictly confine themselves to the actual

jurisdiction that their charters call for under penalty of having said charter revoked.

Committee on Resolutions recommends reference to Committee on Grievances.

Report of committee concurred in.

President Gompers then introduced President James C. Keller of the National Letter Carriers' Association, who spoke as follows:

Mr. Chairman and Delegates: In accepting an invitation to address you here today, we believe it our duty to preface our remarks by thanking you on behalf of the Letter Carriers of the United States for the opportunity accorded to be here with you at this time, to accept the invitation extended last Saturday, to take a seat upon the floor and listen to the discussions. The carriers of the United States are fast approaching a final period of organization. They fall beneath the same influences that all men are subjected to at this period. This is an era of organization. We may go further than that and say that organization has been going on since the beginning of time. If we take the human race at its very inception we find that poor old Adam, in the Garden of Eden, surrounded with all these things which were conducive to the comforts of life, felt dissatisfied, and felt as though something was lacking. The good Lord commiserated with him and gave him a chance to form the very first union of which we have any direct knowledge. We did not stop there. We find, finally, from that union, springing the family; we find plans and tribes. Finally, we found unions, and we are now approaching an international union which knows no boundary lines, but which recognizes this one fact. We may worship at the shrine of Mohammed, we may worship the Sun, we may believe in divine prophets, we may say that we are responsible for our existence to Nature. Nevertheless, we believe that if there is a power higher than ourselves, responsible for our existence, a power over which we have no control, but which in itself has called us into existence, no matter under what form or name by which we recognize that power, we must recognize that we all sprung from that, to have a unity of purpose, a unity of interest, and, consequently, subscribe in one form or another to that brotherhood of man which disregards constitutions, which disregards imprint, or boundary line. That is a principle to which we all subscribe, and we do not ask, where do you come from; where do you hail from, so long as you recognize that unity of interest which brings men together. Just so long as you recognize that men working for a living are entitled to a living, are entitled to judge conditions, are entitled to conditions under which they can prosper; we recognize you as brothers.

We feel that we owe to the American Federation of Labor our everlasting thanks for all which they have done for us. We know at a time when the carriers of the United States were unorganized there was placed upon the statute books of this country the tentative eight-hour law. We know that an attorney-general at that time said that that law applies to mechanics, la-

borers and clerks in the employ of the government. We also know that that same attorney-general said that the carriers of the United States fitted under none of these occupations; they are neither mechanics, laborers or clerks; we had no place in which we fitted. We had no organization at that time excepting a small organization in single cities. The American Federation of Labor at that time took up the cudgel, and I believe the succeeding attorney-general brought that matter up, and the Supreme Court of the United States, upon the initiative taken by this organization, of which you are members, reversed the decision of the previous attorney-general, and the eight-hour law was considered then to apply to the carriers. We know that to work eight hours per day requires from twelve to fourteen, and in some instances 16 hours. We know that we have swings in between,—that a man will work two hours and a half, and then have forty-five minutes, thus spreading the eight hours over as much of the twenty-four as possible. That is gradually being eliminated. We know that man does not live to work; man works to live, and as a result of his labors he hopes to get the best living it is possible to expect. That is what men are working for, and that is one of the reasons why we contend for a shortening of the hours of labor. Many a man toils as a carpenter, as a letter carrier, as a hod-carrier, as a bricklayer, as a cigarmaker. Why? In order that in a result of that toil he may be able to provide for himself and his family; that he may be able to raise his children as they should be, to see to it that they get the benefits of an education, to see that they are not sent to the shops to toil until they have become mentally and physically developed and so equipped that they can have the benefits of life. That is one of the reasons why men desire to have good organizations, and that is one of the reasons why men follow a certain vocation in life. The shortening of the hours of labor gave these very people the opportunity to enjoy some of the better things, to live in the bosom of their family, the right to declare themselves along different lines. When you toil incessantly from morning to night, that opportunity is taken from you.

The carriers of the country are fast approaching that period where they realize that the interests of one are the interests of all.

We believe that with conservative, calm judgment and good management on the part of people that a thorough understanding of the aims and objects of labor, it will not be far distant, when entering upon the councils of the Federation of Labor, you will also find the delegates from the National Association of Letter Carriers. I thank you.

President Gompers: I simply want to thank the brother. I express the appreciation of all for the fraternal visit, and the expressions of good will. We trust that the hopes that Brother Keller expressed will soon be realized.

Convention then adjourned.

## EIGHTH DAY—Morning Session.

Convention called to order by President Gompers at 9 o'clock.

Barry (Jas. L.), McMahon (James), Jennings, Fish, Reidy, Monaghan, Towey, Stephens, Hoke, Schmidt, Scaife, Bradley, Fitzgibbon, Hancock, Winn (Peter), Dold, Scott (John A.), O'Hare, Dix, Quick, Lincoln, Tansey, O'Connell, Powell (Geo.), Carr, Curley (John F.), Ferguson, Murphy (Patrick J.), Markey (H. A.), Thomas, Kelly (Jos. W.), Scully (Dennis J.), Campbell, Fosberg, Collins, Scollin, Woods, Sinclair, Mahoney (D. D.), Curtis, Keene, Sarman, Duffy (Oscar H.), Powell (Patrick J.), Henry (Frank), Pena, Allimon, Allabough, Jones (W. D.), Davis, Holland, Lawler, Hulse, Kane, Holway, Dodd, Clarke, Cowell, Dolan, Connor, Kuhn, Tyson, Hitchcock, Harskowitz, Moore (J. J.), Brayer, Henderson (W. F.), Gosline, Paterson, Burton, Lynch (Chas. P.), Dinneen, Hodges, Reed, Cannon, Gilpin, Faulkerson, Cooper, Schmatterlee, Studd, Page, Tussiny, Gascoyne, Madden, Kidd (W. C.), Morlin, Anderson, Field, Doran, Walshe, Tobin, Brady, Murrell, Feehan, Creamer, Fieldstack, Donnelly (John B.), Miles, McLeod, King, Mills, Roderick, Kelley (James), Dillon, Ludwig, Sodekson, Hillard, Damozonlo, Timilty, Cooper, Russell, Hill (Louis A.), Delgle, Gately, Rosenfield, Freeman, Smith (Wm.), Bolger, Scott, Francis, Hutchinson, Klein, Clark (Wm. H.), Tarrents, Herr, Sadler.

On motion the reading of the minutes was dispensed with.

Delegate Clay secured unanimous consent to introduce a resolution.

Delegate Laplant requested unanimous consent to introduce a resolution.

Objection was made.

Delegate Haskins, for the Committee on Laws, reported as follows:

Resolution No. 1.—By James Wilson, of the Pattern Makers' League of North America.

Change section 4 of article 3 of the Constitution. "The Executive Council of the Federation shall every six months appoint an expert accountant to audit the books of the Federation, and make reports to all national, international, central, state and federal unions, of the findings of such audits. The expense of such audits to be paid from the funds of the Federation."

New section: "The president shall appoint a credential committee consisting of three (3) delegates-elect. This committee shall meet at the place for holding the Convention, three days prior to the Conven-

tion and shall report upon credentials immediately upon the opening of the Convention. The expenses of said Committee to be paid out of the funds of the Federation."

Committee on Laws reports unfavorably and recommends that section 4 of article 3 be amended as follows: Strike out all the words in line six after committee, all of line seven and the word convention in line eight and insert "The committee shall meet at such place as the president of the American Federation of Labor may direct, and at such time prior to the convention as the president may determine is necessary for the proper performance of their duty."

Report of committee concurred in.

Resolution No. 17.—By Delegate G. A. Hoehn of Federal Labor Union 6,482, St. Louis Mo.:

Amendment to Preamble of A. F. of L. Constitution:

Insert the following as the first paragraph of Preamble to A. F. of L. Constitution:

"WHEREAS, Labor being the creator of all values and the foundation of all civilization, and believing it to be the natural right of those who create this social wealth to enjoy to the fullest extent the fruits of their labor, and realizing that the rapidly changing industrial conditions of our time and the concentration of capital make it imperative upon the wage working class to organize for the purpose of bettering their condition and bringing about the emancipation of labor from wage slavery."

Committee on Laws reports unfavorably.

Report of committee concurred in.

Resolution No. 19.—By Delegate G. A. Hoehn, Federal Labor Union No. 6,482: Amendment to Constitution of American Federation of Labor.

Strike out Section 3 of Article 3 and substitute the following:

"Only such political questions and measures affecting the interests of the working class shall be discussed or acted upon by the conventions of the American Federation of Labor."

Committee on Laws reports unfavorably.

Delegate Hoehn spoke in favor of the resolution.

Report of committee concurred in.

Resolution No. 38.—By Delegate Geo. W. Brandon of Trades and Labor Council:

Amendment to Article XII. Section II., of the constitution by striking out the words "to instruct" and replacing them with "to compel."

Committee on Laws reports unfavorably.

Delegate Lavin opposed the report of the committee and favored the adoption of the resolution.

Delegate Wheeler moved that out of courtesy to the delegate who introduced the resolution it should be laid over until such time as he could appear to present his side of the case.

Delegate Dale asked that when Resolution No. 46 be reached it be suspended until its author was given an opportunity to be heard upon the floor.

The convention then voted to defer action on the resolution and other resolutions upon the subject until Delegate Macarthur returned to the hall.

Resolution No. 129.—By Delegate Frank Poplowsky of Ohio State Federation:

RESOLVED, That inasmuch as wages have been increased almost universally in all branches of labor and organization has reached a greater degree of perfection during the past year, and as these conditions have been brought about in a great measure by the efficient and energetic work of the general officers of the American Federation of Labor; therefore be it

RESOLVED, That the salaries of the general organizers of the American Federation of Labor be increased to \$5 per diem and all necessary and legal expenses such as railroad fares, hotel bills, etc.

Committee on Laws reports unfavorably.

Report of committee concurred in.

Resolution No. 190.—By Delegates John F. Tobin, Collis Lovely, Gad Martindale, James F. Carey, Boot and Shoe Workers' Union:

WHEREAS, Many complications have arisen through the indiscriminate action of local unions and central bodies placing firms on the unfair list without securing the proper sanction of the National or International union representing the particular trade or calling involved; and

WHEREAS, Hasty and ill advised action of this kind has an adverse influence upon the general good reputation enjoyed by national and international unions in the conduct of their business; therefore be it

RESOLVED, That the committee on laws of this twenty-third annual Convention of the American Federation of Labor be instructed to amend the constitution so as to absolutely prohibit placing any business concern on the unfair list by any local, central or state body connected with the American Federation of Labor, without the sanction of the national or international union whose interests are involved, and indorsed by the Executive Council of the American Federation of Labor, where

such business concern manufactures and sells merchandise outside of the particular town, city or state in which such manufacturing concern is located; and be it further

RESOLVED, That where any business concern is on the unfair list contrary to the spirit and letter of these resolutions, a settlement shall be negotiated or the firm removed from the unfair list on or before February 1, 1904.

Committee on Laws recommends the following substitute for the resolution, to be added to section 5 of article 12:

"No Central Labor Union or other central body of delegates shall have the authority or power to place any firm or manufacturer doing an interstate business on the unfair list without the sanction of the national or international union whose interests are involved."

Delegate Mackey opposed the committee's substitute.

Delegate Mikol favored the substitute.

Delegates Murphy, Furuseth and Borden spoke against the substitute.

Delegate Lennon said the amendment only affected firms doing an interstate business.

Delegate Kelly opposed the committee's amendment.

Delegate Vincens opposed report of committee.

Delegate Dutle said he was opposed to the committee's report and also to the resolution itself.

Delegate Cummins said he was in favor of the substitute.

Delegate Kneeland opposed the substitute because it tied the building trades hand and foot. The building trades contractors are interstate contractors.

Delegate Hirsch said he was in favor of the adoption of the resolution. He said all foreign beer is on the unfair list.

Delegate Tobin said it did not apply in any way to the building trades. It only applied to products that were sold in the various states. He said that the Hamilton, Brown & Co. shop is a union establishment and uses the union label of the Boot and Shoe Workers.

Delegate Hammerstrom favored the resolution.

Delegate W. H. Sherman opposed the resolution.

Delegate Kemper said he believed the building trades were right, but other trades were interested.

Delegate Wolfe desired to be recorded as opposed to the amendment.

Delegate Wilson moved as an amendment that the words "doing an interstate

business" be stricken out, and the words "making interstate sales" be inserted.

The previous question was then called for.

Agreed to.

The motion to concur in the committee's report was lost.

Delegate Kaufman moved that the resolution be recommitted.

On motion of Delegate Furuseth the whole matter was laid upon the table.

Resolution No. 193.—By Delegate Thomas L. Hughes, Illinois State Federation of Labor:

**RESOLVED**, That the American Federation of Labor be and is hereby respectfully petitioned to reduce the rate of per capita and defense fund tax, to be paid to said organization by affiliated locals and federal labor unions.

Committee on Laws reports unfavorably.

Report of Committee Concurred in.

Resolution No. 198.—By Delegate J. T. B. Edward of the Newport Central Labor Union:

**RESOLVED**, That Central Labor Unions be allowed, if they see fit, to refuse the admittance of delegates of any National or International Union allowing employers of labor into their organizations as active members, who also follow some trade or occupation other than that to which their union has direct jurisdiction over.

Committee on Laws reports unfavorably.

Report of committee concurred in.

Resolution No. 210.—By Delegate Robert A. Callahan of Hotel and Restaurant Employees International Alliance and Bartenders' International League of America:

**WHEREAS**, Questions affecting the all-important rights of trades jurisdiction, as set forth in the last annual report of the president of the American Federation of Labor, threatens the disruption of that magnificent body, representing two millions of industrialists; and

**WHEREAS**, It is rapidly becoming apparent that an annual convention of one week's duration, supplemented by an executive board composed of ten members, however ably constituted or conscientiously disposed, cannot continue much longer to discharge the enormous duties and responsibilities involved in the government of an organization so vast in numbers and far-reaching in its influence; and

**WHEREAS**, The surest remedy that suggests itself to meet the continually increasing governmental requirements of this vast body, would be the substitution of a congress for the present annual convention with its brief session of one week only, said congress to be composed of representatives of the affiliated organizations clothed with legislative powers, authorized to convene at stated yearly periods and to remain in session after the manner of the congress of the United States; therefore be it

**RESOLVED**, That we, the delegates of

the Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, do recommend to the American Federation of Labor at this convention the adoption of such resolutions as will provide for the creation of such a representative body as herein contemplated, so that this splendid organization shall fulfill the objects of its original inspiration, more thoroughly exemplify in its methods the perfection of the American system of representative government and become in the broadest sense a democracy of toll, the republic of labor.

Committee on Law reports unfavorably.

Report of committee concurred in.

Resolution No. 212.—By Delegate Wm. G. Schardt of Chicago Federation of Labor:

**WHEREAS**, There is a concerted move on the part of the employers to destroy the effectiveness of labor organizations by coercing the individual organizations to enter into agreements which will not permit them to aid any other organization by a sympathetic strike when such strike is necessary; and

**WHEREAS**, If this move on the part of the employing element is allowed to go on unchecked, it will ultimately result in the hampering if not final destruction of these organizations; therefore be it

**RESOLVED**, That it is the sense of the delegates of the American Federation of Labor in convention assembled, that our Constitution be amended to the effect that no organization affiliated shall in the future sign any agreement which shall prevent the sympathetic strike.

Committee on Law reports unfavorably.

Report of the committee concurred in.

Resolution No. 216.—By International Association of Machinists:

**WHEREAS**, Considerable dissatisfaction arises in central bodies owing to the fact that organizations with only a small number of members are accorded the same representation as unions with a membership much greater;

**WHEREAS**, Such conditions are not in accord with the fundamental principles of the American Federation of Labor, which bases its foundation on representation by taxation;

**RESOLVED**, That this Convention instruct the Committee on Law to draft suitable provisions, same to be incorporated as a section in the laws governing central bodies, in order that local unions may be given the same right as national and international unions at the annual sessions of the American Federation of Labor.

Committee on Law reports unfavorably.

Moved that we take up Resolution No. 216.

The chair ruled the motion out of order.

The decision of the chair was appealed from.

The chair stated that if there was no objection Resolution No. 216 would be again read and acted upon.



The resolution was read and a motion to concur in committee's report was made.

Delegate Ireland spoke upon the question.

Delegates Hammerstrom and Barnes were opposed to the resolution.

Delegate Maloney opposed the adoption of the resolution.

The previous question was then called for.

Agreed to.

The report of the committee was concurred in.

Resolution No. 226.—By Delegate J. Barnes of Cigarmakers' International Union:

RESOLVED, That the Constitution be amended as follows: By adding to section 1, article 9, "provided that no lobby committee shall be maintained or money appropriated for such purpose."

Committee on Laws reports unfavorably.

Report of committee concurred in.

Resolution No. 252.—By Delegate Geo. E. Vincens of Central Labor Union of Springfield, Mass.:

RESOLVED, That Art. XI be amended by striking out the word "five" in seventh line of section 1 and inserting "nine and one-half cents"; that there be added after word "lockout" in ninth line, section 1, "provided, however, that local trade unions and federal labor unions who do not care to enjoy the benefits of the defence fund shall only be required to pay one-half of one cent per member per month."

Committee on Laws reports unfavorably.

Delegate Vincens opposed the report of the committee.

Delegate Lennon supported the report of the committee.

Delegate Wilson favored the report of the committee.

Report of committee concurred in.

The committee recommends the following amendments:

Amendment to Section 3, Article 3, strike out the first four lines and the word "and" on the fifth line. After education, last word, insert "Fourteenth Boycotts," "Fifteenth, State Federations."

Adopted.

Amend Section 5, Article 13, by striking out in the third line "President and Secretary" and insert Bonded Officer after the word member in the sixth line insert the

following, "Each local union shall require their Treasurer to give proper bond for the safe keeping and disbursement of all funds of the local."

Adopted.

Amend Article 13 by inserting the following as Section 8, "In case of lockout the Executive Council shall have power to pay benefits if upon investigation it is found that the local union whose members are involved did not by their action or demands provoke the lockout by their employer."

Adopted.

In accordance with the instruction of the convention your committee has amended Section I. of Article 8 to read as follows:

Sec. I. The Treasurer shall receive and take charge of all moneys, property and security of the Federation delivered to him by the Secretary. He shall deposit all moneys belonging to the Federation in bank or banks in the name of the American Federation of Labor as Treasurer and before any moneys thus deposited can be drawn, each check shall be signed by him as Treasurer.

Adopted.

Resolution No. 151.—By Delegate J. B. Lennon, Tailors:

RESOLVED, That the secretary of the American Federation of Labor shall, upon receipt of credentials of delegates-elect to the convention of the American Federation of Labor, forward to each delegate-elect a circular letter requesting them to immediately forward in duplicate to the secretary resolutions, proposed amendments, grievances, etc., which they desire to have considered by the convention; and

RESOLVED, That all documents received shall be referred to the proper committees by the president of the American Federation of Labor, and shall be delivered to the respective committees when appointed.

Committee on Laws reports favorably.

Report of committee concurred in.

Respectfully submitted,  
JOHN B. LENNON, Chairman,  
W. H. HASKINS, secretary,  
JAMES LYNCH,  
JOHN MULHOLLAND,  
MAX MORRIS,  
D. A. HAYES,

Committee on Laws.

Delegate Mahoney stated that the Hebrew bakers of Boston had reduced hours and their employers were using the Bakers' Union label.

Delegate Barnes stated that he had failed to note action of convention on Resolution 226 and requested at this time to be recorded as voting in the negative.

The convention then adjourned until 2 p. m.

## EIGHTH DAY—Afternoon Session.

Convention called to order at 2 o'clock.

Absentees: Barry (J. L.), Kerr, Martindale, Loebenburg, Reidy, Burns, White (Henry), Towey, Morris (J. J.), Lillen, Larsen, Rutledge, Richards, Stephens, Buckley, Hoke, Boyle, Call, Schmidt, Lynch (E. J.), Downing (P. B.), Duttle, Scaife, Fitzgibbon, Carrick, Hancock, Winn (Peter), Dix, Winslow (C. H.), Cornish, Ross, Lincoln, Tansey, Hibbert, O'Donnell, Powell (Geo.), Engel, Curley (Jno. F.), Beals, Ferguson, Murphy (P. J.), Thomas, Scully (D. J.), Schardt, Fossberg, Collins (T. J.), Sinclair, Mahoney (D. D.), Curtis, Keene, Sarman, Duffy (O. H.), Henry (Frank), Allimon, Allabough, Jones (W. D.), Davis, Lawler, Hulse, Kane, Holloway, Dodd, Broderick, Clarke (E. R.), Myler, Cowell, Harney, Lehner, Kuhn, Tyson, Hitchcock (Henry), Harskowitz, Moore (J. J.), Barnett, Henderson (W. F.), Gosline, Paterson, Burton, Lynch (C. P.), Dinneen, Hodges, Reed (W. A.), Cannon, Turnt, Glipin, Butler, Faulkerson, Cooper (J. A.), Schmatterlee, Studd, Page, Tussiny, Gascoyne, Madden, Kidd (W. C.), Morlin, Anderson, Field, Doran, Walshe (Richard), McArdle, Tobin (P. F.), Brady, Hannahan, Murrell, Feehan, Creamer (Francis), Fieldstack, Miles, McLeod Mills, Roderick, Kelley (James), Dillon Haskell, Ludwig, Sodekson, Hillard, Timilty, Cooper (Wm.), Hill (L. A.), Deigle, Gately, Rosenfield, Freeman, Smith, Bolger, Scott, Lederer, Francis, Hutchinson, Klein, Clark (Wm. H.), Tarrents, Herr, Sadler.

On motion the reading of the minutes was dispensed with.

First Vice-President Duncan called to the chair.

Delegate Wheeler for the Committee on Organization reported as follows:

Resolution No. 287.—By Delegate Gurley. Samuel Gompers, Pres. American Federation of Labor, and Members in Convention, Boston, Mass.

Greeting:

The Arbitration Committee made the enclosed report to the Central Labor Union of Indianapolis, Indiana, in session October 26, 1903.

The report explains itself, and the Central Labor Union of this city have always found the Agents' Union worthy of association with the Central Labor Union. They have always been law-abiding, loyal to the principles of unionism, and always on the firing line, and as far as we possibly can influence your honorable body, we desire to do all we can to have them retain the Agents Union of this city in the Central

Labor Union and a charter from the American Federation of Labor.

Fraternally yours,

EDWARD R. BARRY,

Pres. C. L. U.

H. L. SIMON, Sec. C. L. U.

### REPORT OF THE ARBITRATION COMMITTEE.

To the Officers and Members of C. L. U.:

We, your Arbitration Committee, beg leave to report as follows in regard to the charges against the American agents. We find that the charges are not sustained, in so much as they have not been expelled, only suspended. We have found that the reason they were suspended was non-payment of dues, caused by the negligence of one of the officers. We find they have an organization of 59 members in good standing; therefore, we recommend that they be given all the assistance that this body can give them in placing them in good standing in the American Federation of Labor.

Yours truly,

M. T. BUTLER,

DAVID Z. MCCLURE,

FRED W. PENTSKE.

Committee on Organization recommends reference to the Executive Council.

Report of committee concurred in.

Resolution No. 242.—By Delegates Louis Kemper, Edmond F. Wood, Fred Zepp and Otto Gaestel of International Union of Brewery Workers:

WHEREAS, The International Union of the United Brewery Workmen was chartered in the year of 1886 under the title, Journeymen Brewers' Union; and

WHEREAS, On March 4th, 1887, on application of the Brewery Workers' Union a new charter was issued to said body under the title of United Brewery Workers' Union of the United States, thereby extending their jurisdiction over all employees of breweries, and the official booklet of the American Federation of Labor entitled "Instructions to Organizers," contains the following in reference to the International Union of United Brewery Workers of America, viz.: All brewery workers are eligible to membership in this organization with the exception of foremen, bosses, and office help. Charters are granted to 10 or more brewery workers; and

WHEREAS, The Brewery Workers have since the issuing of said charter organized all branches of the brewing industry, including brewers, drivers, bottlers, freight handlers, malsters, engineers, firemen, stablemen, oillers and helpers, in fact all help not excepted as per instruction to organizers; therefore be it

**RESOLVED**, That it is the sense of this Convention that the jurisdiction granted by the charter issued March 4th, 1887, and since extended in order to cover all America, be hereby reaffirmed and permanently established.

Committee on Organization recommends that this resolution be referred to the Committee on Grievances, as it is a matter of jurisdiction and grievance.

Delegate Kemper favored the question coming up at the same time.

Delegate Kelly said the question had already been settled.

Report of committee concurred in.

Resolution No. 80.—By Delegate Lawrence E. Murphy of Boston Water Workers' Union No. 6,356:

**WHEREAS**, In the City of Boston there are many municipal departments employing skilled and unskilled labor; and

**WHEREAS**, Many trades having national and international unions claiming jurisdiction over said employees; and

**WHEREAS**, The said conditions will present many perplexing questions to be settled; therefore be it

**RESOLVED**, That the national president of the American Federation of Labor appoint a national organizer to act as arbiter on all questions arising between any two or more unions interested; further be it

**RESOLVED**, That the national organizer appointed be instructed to organize and affiliate all city employees in Massachusetts with the national body.

Endorsed by J. J. Downing, Delegate from Sanitary Workers' Union No. 6,064.

Committee on Organization recommends that the Executive Council appoint one of its organizers to bring about more harmonious relations between the various organizations in the municipal departments of Boston and to assist in bringing about a thorough organization of all city employees.

Report of committee concurred in.

Delegate Nuernberger, for Committee on Secretary's Report, made the following report:

To the Officers and Members of the Twenty-Third Annual Convention of the American Federation of Labor.

Gentlemen: We, your Committee on Secretary's Report, beg leave to submit the following:

After carefully examining the accounts and otherwise considering the various statistical matters as embodied in the same do report as follows:

First. We desire to commend the Secretary for the able and careful manner in which the accounts and other matters of interest and information have been compiled and presented to this Convention.

Second. We desire to especially commend the full and complete table of statistics which gives a full and complete account of the conditions and progress of

the different affiliated bodies which your committee believe to be of great value, and we would recommend that each affiliated body furnish a copy of the same to its general membership as far as possible with the request that they give the same careful consideration.

Third. Your committee heartily endorse the sentiment expressed by your Secretary in relation to the defense fund, and would recommend that the Convention go on record as favoring the same.

Respectfully submitted,

HOMER D. CALL, Chairman.  
HENRY FISHER,  
C. L. SHAMP,  
ALBERT HIBBERT,  
JAMES B. BARRY,  
PATRICK MAHONEY,  
P. G. NUERNBERGER, Sec.

Moved that report of committee be concurred in.

Delegate Barnes entered a protest against secretaries of committees making the motion to concur in the committee's report.

Delegate Ramsay raised the point of order that Roberts' Rules of Order required the chairman to make the report.

The report of the Committee on Secretary's Report was adopted.

Delegate Barter moved that a special committee of five be appointed to report on the advisability of continuing or discontinuing the publication of the Federationist.

Delegate Macarthur moved that a committee of five be appointed for the purpose of devising ways and means to continue the Federationist and make it a more potent publication.

Delegate Quick moved to investigate the cost of the publication of the Federationist with a view of placing it on a paying basis.

It was moved to table the motions made by Delegates Barter, Macarthur and Quick relative to the Federationist.

By a vote of 150 in favor to 66 against the motion to table was adopted.

Delegate Barter desired to be recorded as voting in the affirmative.

President Gompers resumes the chair.

Delegate Ryan, for the Committee on Resolutions, reported as follows:

Resolution No. 106.—By Delegate Godfrey Lehner of Yonkers Federation of Labor:

**WHEREAS**, The Yonkers Labor World has been largely instrumental in building up the organization of this city and vicinity and defending the principles of organized labor against the attacks of such

men as John C. Havemeyer and other capitalists; therefore be it

**RESOLVED**, By the American Federation of Labor, in convention assembled, that we extend to the Labor World our hearty indorsement and recommend to all members of labor unions to give it their support, both financially and morally.

Committee on Resolutions amends by adding after the words "Labor World" in the third line of "resolved" the words "and other bona fide labor papers," and reports favorably.

Report of committee concurred in.

Resolution No. 121.—By Delegate Julius Faller of Stone Masons No. 7,049:

We, Stone Masons' Protective No. 7,049, affiliated with the American Federation of Labor, do hereby enter protest to your honorable body against the B. and M. I. U. of America, and Bricklayers' Union No. 4 of Kansas City, Mo., for the following reasons:

First, For organizing a dual organization of Stone Masons in the city of Kansas City, the charter members of said organization composed chiefly of men, who had been fined by Local No. 7,049.

Second, Stone Masons Protective No. 7,049 claim jurisdiction over all stone masonry in Kansas City and vicinity, naturally we look upon this organization as a dual organization organized for the purpose of disrupting Local No. 7,049.

Third, This dual organization fostered by the B. and M. I. U. and Bricklayers' Union No. 4 of Kansas City has never yet failed to take our places in time of trouble.

Committee on Resolutions recommends reference to the Executive Council.

Report of committee concurred in.

Delegate Faller desired to be recorded as voting in the negative.

Resolution No. 138.—By Delegate Owen Miller of American Federation of Musicians:

WHEREAS, It is a fact that owing to the phenomenal growth of the American Federation of Labor the present office quarters are inadequate; and

WHEREAS, The American Federation of Labor should own an office building in the capital of the nation commensurate with the great body it represents; therefore be it

**RESOLVED**, That the incoming Executive Council be instructed to investigate as to the cost of a suitable building, or of a lot with cost of building thereon, and report to the next convention.

Committee on Resolutions reports favorably.

• Report of committee concurred in.

Resolution No. 139.—By Delegates Joseph N. Webber, D. A. Carey and Owen Miller of American Federation of Musicians:

WHEREAS, The musicians are the only members of the community that suffer from the direct competition of enlisted men in the service of the army and navy of the United States; and

WHEREAS, It lies within the preroga-

tives of the President of the United States as commander-in-chief of the army and navy to stop this unjust system of competition; therefore be it

**RESOLVED**, That the twenty-third annual Convention of the American Federation of Labor respectfully requests the President of the United States to issue the necessary orders to discontinue this unfair competition.

Committee on Resolutions reports favorably.

Delegate Warner said there were other organizations that suffered from the employment of enlisted men.

Delegate Miller objected to an amendment at this time. He said that they should have introduced a resolution at an early date covering their grievances.

Delegate Miller opposed change of resolution.

Report of committee concurred in.

Resolution No. 141.—By Delegate Orion L. Murrell of Hospital Employees' Association, No. 10,725:

We would petition your aid and co-operation in the enactment of a law of the State of New York relating to the provision of the Civil Service law of 1900, Page 726, Regulation No. 10, setting aside the qualification of residence and citizenship, which reads:

"Residence and citizenship shall not apply to the following positions on account of low compensation: Attendants, nurses and orderlies in state hospitals and similar institutions."

If it is not now unlawful and unconstitutional to employ aliens and non-residents in state institutions, the moral and pecuniary interests of the state, its wards, taxpayers and employees warrant the enactment into law of a rule that none but citizens be employed in such institutions. With such a law it would be necessary to provide a schedule of wages which would induce competent persons to remain in the employ of the state and make it possible to secure persons of intelligence and moral worth who are citizens of the state and country to fill all vacancies that may occur in state institutions.

Committee on Resolutions reports favorably.

Report of committee concurred in.

Resolution No. 142.—By J. F. Holland of New York Central Federated Union:

WHEREAS, The policy of the Molders' Unions in New York city and vicinity is to render no assistance to other trades connected with American Federation of Labor; and

WHEREAS, Molders through this attitude towards other trades, and by their continuing to handle scab products, as well as by their open friendship for non-union men and scabs are not in accord with the labor movement; and

WHEREAS, The Central Federated Union was in duty bound to expel them for above reasons; therefore be it

**RESOLVED**, That we most earnestly re-

quest that the American Federation of Labor Convention will take some action on the question of Iron Molders' Union of North America adopting rules of a fraternal nature or severing their connection with the labor movement in this country.

Committee on Resolutions reports Resolution No. 142 as withdrawn.

Agreed to.

Committee on Resolutions reports unfavorably on Resolutions 108, 132, 137, 158, 181, 182, 191, 214, 236, 262.

Moved that the report of the committee be concurred in.

President Gompers at this point found it necessary on account of interruptions to clear the galleries.

Delegate Shaffer moved that the course of President Gompers in clearing the galleries be approved by the convention.

President Gompers stated that no motion would be entertained unless disapproval of his course was expressed from the floor.

Delegate Max S. Hayes then offered a substitute for the committee's report, which the chair ruled out of order.

Delegate Hayes appealed from the decision of the chair, stating the grounds on which he did so.

By a vote of 181 in favor to 70 against the decision of the chair was sustained.

Delegate Barnes requested unanimous consent to introduce a resolution bearing on the subject under discussion.

Objection was entered.

Delegate Kreft moved that Resolution No. 132 be substituted for the committee's report.

The chair ruled the motion out of order.

Delegate Kreft appealed from the decision of the chair.

The convention voted to sustain the decision of the chair.

Delegate Tanquary wanted to know if there could be a division of the question.

The chair stated that there could be no division of the question unless the committee's report was non-concurred in.

Delegate Max S. Hayes spoke at considerable length upon the question, the time limit being extended on motion of Delegate Duncan to 20 minutes. He said if the report of the committee was adopted we would have no basis for bettering our condition other than the methods we have used during the past; that the entire capitalist class, with a few honorable exceptions, was massed against us throughout the industrial field, the magazines, the newspapers and even the pulpits, and to maintain our rights we could not merely depend

upon the strike and boycott, but must use the ballot box as well.

Delegate Hammerstrom said the entire exercises of Socialism would eliminate trades unions and that it would be rather inconsistent and not very sensible to inculcate into trades unionism anything that would finally destroy it.

Delegate Mikol said organized labor has no right to stop the evolution of Socialism and that it will come in spite of all obstacles. He said Socialists were very good trades unionists and that employers increased wages when they knew their employees were backed by organized labor, but we could get no labor legislation through at Washington and there was nothing left us to do but adopt political action.

Delegate McLaughlin said that unless workingmen received a fair share of what they produced and unless wage workers received a full wage, depressions of the market could not be prevented.

Delegate Wheeler said he stood on the floor not as a Socialist, but as a trades unionist through and through. He said we were going through the greatest revolution, socially, morally, politically and economically the world had ever seen and that the wealth of the world was being cornered.

Delegate D. A. Hayes said the accumulation of wealth and other resultant objections are merely the result of the fact that the citizens of this country have not yet reached the point where they can make the most intelligent use of the ballot. He thought that Socialists built their argument upon the political indifference of the average citizen and that the abstruse science of Socialism so far as he had heard it in conventions consisted in pointing out men who had amassed huge fortunes. In olden times men were overcome by physical strength, today we were being overcome by cunning of the intellect. We have the means of curtailing them, but we do not avail ourselves of it.

Delegate Ramsay moved that when we adjourn we adjourn to meet at 8 o'clock this evening.

The motion was lost.

Delegate Tanquary said that there were about a dozen resolutions before the house and that he would vote against the adoption of the committee's report with the hope that it would be defeated and we would get something out of the pile of resolutions to send to the laboring men of the country that will induce them to at least

study the political question that concerns them at this time. He said laboring men had secured more favorable legislation in Colorado than in any other state in the union.

Delegate Hoehn opposed the adoption of the report of the committee on the ground that it was against the fundamental principles of organized labor. That labor creates all values, that labor is the fundamental basis of all civilization and that when labor was crushed civilization must fall. If labor creates all wealth and is the foundation of civilization it is logical for us to demand that labor should own the wealth which it has created. He understood that the American Federation of Labor was organized on this principle.

Delegate Lennon supported the report of the committee. He said that as trades unionists we should not allow the trades union movement to be made the tail of any political kite. At the present time, due to the education that has been instilled into the brain of the workers through the trades unions, all men are more or less intelligent and the trades unions are too intelligent to have this civilization destroyed and turned back to savagery no matter who may talk to the contrary.

Delegate Grimes favored the report of the committee.

Delegate Keyes was opposed to the adoption of the report of the committee on the ground that the convention should show the world at large that the members of the American Federation of Labor had come to the conclusion that there is more than simple organization depending on the people to deliver them from the kind of oppression that is absorbing the life blood from the laboring class today.

The following resolutions were submitted.

Resolution No. 289.—By Delegate W. H. Clay, Central Labor Union, Durban, N. C.:

WHEREAS, We see the great importance of all local and federal labor unions affiliated with a central labor union, chartered by the American Federation of Labor, paying per capita tax and assessments to defray the expense of central labor unions; therefore be it

RESOLVED, That if every local or federal labor union affiliated with a central body refuse or failing to pay within sixty days a levy declared by a majority vote of all the delegates present at a regular meeting of central bodies, shall be deprived of representation in the central union and the national or international president be informed of the actions of the central labor union.

The convention then adjourned.

## NINTH DAY—Morning Session.

Convention called to order by President Gompers at 9 o'clock.

Absentees: Barry (J. L.), Kerr, McMahon (James), Fish, Gengenback, Reidy, Estinghausen, Towey, Maher, Buckley, Hoke, Call, Schmidt, Scaife, Fitzgibbon, Winn (Peter), Scott (J. A.), O'Hare, Dix, Winslow (C. H.), Ross, Lincoln, Tansey, Hibbert, O'Donnell, Powell (Geo.), Curley (J. F.), Williams (D. U.), Jones (Jerome), Ferguson, Murphy (P. J.), Bridwell, Markey (H. A.), Thomas, Schardt, Fossberg, Collins (T. J.), Graney, Woods, Sinclair, Mahoney (D. D.), Curtis, Keene, Sarman, Duffy (O. H.), Henry (Frank), Allmon, Allabough, Jones (W. D.), Gottlob, Largay, Hinchey, Donovan, Lawler, Hulse, Kane, Holloway, Dodd, Clarke (E. R.), Cowell, Lehner, Kuhn, Tyson, Hitchcock (Henry), Harskowitz, Moore (J. J.), Barnett, Henderson (W. F.), Gosline, Paterson, Burton, Lynch (C. P.), Diinneen, Hodges, Reed, (W. A.), Cannon, Gilpin, Butler, Faulkerson, Cooper (J. A.), Schmatterlee, Studd, Page, Tussiny, Gascoyne, Madden, Kidd (W. C.), Graham, Morlin, Anderson, Field, Doran, Walshe (Richard), McArdle, Tobin (P. F.), Brady, Hannahan, Murrell, Feehan, Creamer (Francis), Fieldstack, Miles, McLeod, Mills, Roderick, Kelley (Jas.), Dillon, Bowler, Ludwig, Sodekson, Hillard, Damozonio, Timilty (J. F.), Cooper (Wm.), Hill (L. A.), Delgie, Gately, Rosenfield, Freeman, Smith (Wm.), Bolger, Scott (Timothy), Francis, Hutchinson, Klein, Clark (Wm. H.), Tarrents, Herr, Sadler.

On motion the reading of the minutes was dispensed with.

The chair stated that the question recurred upon the motion to concur in the report of the Committee on Resolutions.

Delegate Richmond said he could not afford to go on record in favor of the resolutions.

Delegate McGovern said he was in favor of the report of the committee.

Delegate Dold requested unanimous consent to introduce a resolution.

Objected to.

Delegate Murray: I desire to say, Mr. President, that when several resolutions are offered to this convention, which I consider as separate resolutions, and the committee recommends as a whole, unfavorable, without giving delegates a chance to even talk upon a single resolution, in its

particular reference to the trades union movement, I desire to announce today that I am opposed to the committee's recommendation, and as a Boston Democrat I will vote no.

Delegate Lavin: I did not intend to say anything on this subject today, for I believe I have already occupied my share of the time of this convention, but I don't believe that a committee has the right to bundle up in one package several resolutions that have been introduced here, and recommend that they be, in fact, not considered at all, if you will. I have realized for years that there was something wrong in the body politic. I realized there was wrong years ago when I discovered that children were called from the schools to go into the mine, to the shop, to the factory, to assist to bring bread and butter to the family table, and I see no platform, no policy of any political body anywhere today which is willing to stop it at the beginning, but the Socialistic platform. That is why I have become a Socialistic advocate.

Delegate Miller: I haven't made any effort to solve the problem of how old Ann is, but I have tried to solve the problem as to how long this convention will be in session if each of the delegates take up the 20 minutes allotted to them. I move the previous question.

Delegate Tanquary raised a point of order that the delegate had made a speech before moving the previous question.

The chair decided the point of order not well taken.

The previous question was then put and was lost.

Delegate Kreft: Mr. President and fellow delegates, I will confine myself to an endeavor to prove that the Socialist trades-unionist is the most practical trades-unionist. Our movement suffers from the effect of injunctions, the calling out of the militia in case of strikes and court decisions holding members of trades-unions liable in damages. I submit that it

is not necessary for Socialists to bring politics into the struggles of trades-unionism; that is constantly done by the capitalist class, who own and control the political machinery. Socialists propose to wrest from the capitalist class this political power, to place into public office the representatives of the wage-earners, that they may interpret existing laws and place such new laws upon the statute books as will redound to the benefit of the working class. I submit that this is practical. I agree with one of the previous speakers as to the great destiny of the trades-unionism movement. But my idea of the ultimate destiny of the trades-union places it upon even a higher plane than my friend would suggest. I believe that it is the destiny of the trades-unions of the world to ultimately own and operate the industries of the earth and operate them for the benefit of all the people instead of only the privileged few.

Delegate Slayton: Mr. Chairman and fellow delegates, a great deal has been said pro and con relative to matters under discussion, and I arise now for the purpose of asking this Convention to non-concur in the report of the Committee in order that we may have a positive vote on a positive measure, and not a vote on a negative proposition. If it be true, fellow delegates, that we have a better country than other countries, if it be true that we are free because we have been made free by acts of our forefathers, it must be because we established something different from other countries. If they have done that, it is good for us to know what that thing is, and see whether or not there is any fault in that thing, and if there is any fault in it, then investigate it to the bottom.

Delegate Shaffer: I respect the leader of the opposition against the report of this Committee, and know Brother Hayes to be a conscientious, earnest, straightforward man, and honest. I have no desire to array myself against him or against the tenets which he has advanced, but I do desire to set myself in a proper position before the trades' unionists of the country. It has been asserted and published that I voted for a Socialistic resolution in the New Orleans Convention. It is absolutely untrue. During the Convention which was held in New Orleans, it was necessary that I go across the river to Algiers, to deliver an address upon the subject of trades' unionism there, and I left my voting power with a co-delegate whom I thought believed

as I did, but who unfortunately for me, and for a great many other people, was a Socialist, and he deposited my vote with the Socialistic proposition. I ask the careful attention of the reportorial representatives here to this statement. I want it understood distinctly that I do not stand for Socialism of any kind. When expressions are made here promotive of industrial war, I stand for industrial peace.

Delegate Mitchell: Mr. President and gentlemen of the Convention, I do not desire to detract one iota from the credit due our Socialist friends for the assistance rendered us during the coal strike. On the contrary, I wish to make grateful acknowledgement to them for the assistance they gave us. Especially do I wish to acknowledge the assistance and efforts made by Delegate Barnes, but I wish to deny the statement made by Delegate Kreff that the relief committee in Philadelphia was organized or was under the supervision of a Socialist body. The relief committee was organized from the Central Labor Union, chartered by the American Federation of Labor.

The Socialists of Philadelphia, as in all other parts of the country, contributed as liberally as other trades unions did. They did as much, they did no more.

The other day one of the speakers who has taken up much of the time of the Convention in support of his Socialistic claims said that he had made 120 speeches last year. He did not tell you that he had made these 120 speeches while he was running as a candidate for the Pennsylvania Legislature. They were not made, I think, solely in the interests of the miners.

I have no desire to discuss the relative merits of trades unions and Socialism. I recognize the right of every man to believe as he pleases. I give to no man, nor to any organization the right to say to me or to my organization what political party we should belong to or for what candidates we shall cast our votes.

I take it for granted that the wage-earners in this country are abundantly able to determine for themselves to what political party they shall belong, and for what political candidates they shall cast their votes.

I wish to say that I regard it as a very great mistake on the part of our Socialist friends to attempt to commit this movement to the principles in which they believe. In my judgment it would hurt the trades union movement. It is important



to the wage workers of this land that the trades union movement be kept in the ascendancy.

It would be a sad day, indeed, if trades unions were made the tail end of a political organization. I am not going to place in the same category all political organizations. I am free to admit that there is a great difference between the old party organizations and that of the Socialists, but if I were a member of the Socialist organization, I would antagonize the resolutions presented here.

Wherever the trade union movement has been connected with a political movement the result has been that the trade union movement has been subordinated to the political movement.

Delegate Kidd: I want to say, Mr. President, that I arise to support the report of the committee. Our Socialist friends have, during this discussion, practically insinuated that the trades' union movement has made no practical advancement. I want to deny the assertion. One speaker said that he had been in the movement for many years, had witnessed the ups and downs of unionism, especially the downs. I want to say to you, ladies and gentlemen, that I have been in the trades' union movement for many years and have witnessed the ups and downs of Unionism, especially the ups. The trouble with our friends is that they approach this question very much as our friend Delegate Lavin approached the "donkey. They approach it from the wrong end. They have only to look back a few years to find that the trades' union movement has made gigantic steps always in uplifting and alleviating the toiling man. Only about 10 or 12 years ago, in the city of Chicago, the sweating system came to the fullest and widest possible extent. Men and women had to wait six and seven days for wages ranging from \$2.50 to \$8 a week. But through the instrumentality of the trades' union movement there has been a remarkable change. The sweating system has been practically eliminated from the clothing industry, not only of Chicago, not only of the west, but of the entire country.

Delegate Mahoney: Mr. President and fellow delegates, I am opposed to concurring in the report of the committee, for among the resolutions is one which I take a great interest in. It is Resolution No. 137, submitted by the delegates of the Bakers and Confectioners. I desire to

have the privilege of voting on such a resolution as that, and I will try and give my reasons for it. There has been a great deal said here in regard to Socialism and the trades' union movement. Now, for 20 years we have listened to every labor leader that has come to the city of Boston. I have heard them time after time get up on this platform here and state to the people of this city and country that labor produced capital, produced the wealth of the country, and that capital was the child of labor. If labor is the parent of capital, then why don't labor own capital?

Delegate Turner: Mr. President and fellow delegates. I am opposed to the report of the committee, being one of those who has introduced one of these resolutions. I take it that every question, and especially this question which is presented to this body, is entitled to just consideration; this question which is being advocated by such a large number of delegates is entitled to more than passing notice, and as one of them, I appeal to your sense of fair play and justice in this cradle of liberty, associated as it is with the memory of all the great men who have gone before us, and which is held in the highest esteem by the citizens of this republic. This question that is before us has for its theme the betterment, the uplifting of the trades' union movement. This is the position I take, and in offering the resolution which I did, I did so believing that the conditions warranted us adopting a new method in this great struggle under which the entire labor world is engaged with the master class.

Delegate O'Connell: I move you that the debate close, and the vote take place at 3 o'clock.

President Gompers: It has been moved and seconded that the time of the debate be closed at 3 o'clock. Are you ready for the question?

Delegate O'Connell: It appears to me, Mr. President, that this question has been as well discussed as it would be were we to talk on it until the close of the evening session. We have listened patiently to the various delegates who have spoken on the matter, and think that the discussion should be ended at 3 o'clock.

Delegate Richmond: I wish to offer an amendment; that the debate close at 12 o'clock and that the roll call take place at 2 o'clock.

President Gompers: It has been moved and seconded that the debate close at 12 o'clock and a vote be taken by the roll-call at 2 o'clock. Are you ready for the question?

Delegate Agard: I want to speak in opposition to the amendment, and I will tell you why. I believe it is absolutely unfair for the delegate who has had the floor and who has had his say to get up and attempt to prevent anybody else from having an opportunity to be heard. I don't want to have any such amendment as has been offered here, to cut me off from the opportunity of being heard.

Delegate Barter: I am not in favor of the amendment, but heartily in favor of the original motion offered by Delegate O'Connell.

Delegate Hayes: I want to say, Mr. Chairman, that I believe that Delegate O'Connell's motion is perfectly fair and satisfactory.

President Gompers: The question now recurs on the motion of the amendment. The motion is that at 3 o'clock this afternoon the debate upon this question be closed. It has been amended that we close the debate at 12 o'clock, and that the roll-call be at 2 o'clock. Are you ready for the question?

The amendment was lost.

The motion that the debate close at 3 o'clock was then put and was carried.

Delegate White: I think we are all agreed as to the advisability of union men using their voting power to further their cause. The real question is, what kind of politics shall we adopt, and who is to decide that question? Upon that question there is a wide divergence of opinion, and to my mind there always will be, and so long as such is the case, to throw our movement into the political arena would be injecting a firebrand of discord that would soon scatter it to the four winds of heaven. When it is so difficult to get the working men to agree upon the simple

every-day issues, how can you expect to get them to agree upon the complex propositions that political action involves? One way of putting an end to these annual attempts to capture these conventions would be to let the men interested have their own way for once, but the trouble is that it would be at the cost of the life of the movement.

Delegate Ramsay: Mr. President, it has been said, and I believe truly, that in this world there are but two things certain. That is, "Taxation and death." I have listened to the arguments that bear pro and con on the question at issue, and I am still at sea from the discussion to learn what is at issue. I see from the headlines of the press that Gompers has sat down on the Socialists, and if I speak my sentiments here today, and should happen to vote a certain way, and that way not carry, I suppose I will read in the press tomorrow morning, or this evening, that I have been sat down upon. I want to say that what I say now is not for the press. Twenty-five years ago I was proud to see my name in print, and often got up and spoke a certain way, for fear that if I did not do so I should be criticised. I have passed that day. For a quarter of a century I have proclaimed my sentiments as a so-called labor crank, and the reason why I am here today is because I desire to speak for the man who toils, who is not receiving the competency to support himself and family. I am not in favor of the committee's report, because all of these resolutions are bunched together. I say it is unfair to put them in that manner. Under the ruling, Mr. President, you cause me to vote against the committee's report.

Delegate Scully spoke in opposition to the committee report.

Delegate Schwartz spoke in favor of the report of the committee and opposed bringing in resolutions of this character each year.

The Convention then adjourned until 2 P. M.

## NINTH DAY—Afternoon Session.

The convention was called to order by President Gompers at 2 o'clock.

Absentees: Barry (J. L.), Cummins (P. H.), Butterworth, Reidy, Taylor, Altman, Cunliffe, Towey, Lilen, Richards, Langlands, Stephens, Buckley, Hoke, Sherman (C. O.), Scaife, Weber, Fitzgibbon, Bahlhoru, Winn (Peter), Rooney, Dix, Dilworth, Winslow (C. H.), Cornish, Lincoln, Furman, Flood, Tansey, O'Donnell, Powell (Geo.), Eugel, Curley (J. F.), Ferguson, Murphy (R. J.), Bridwell, Thomas, Schardt, Fossberg, Collins (T. J.), Graney, Woods, Sinclair, Mahoney (D. D.), Curtis, Keene, Sarman, Duffy (O. H.), Flinn, Henry (Frank), Allmon, Allabough, Jones (W. D.), Davis, Largay, Lawler, Hulse, Ryall, Kane, Holloway, Dodd, Clarke (E. R.), Myler, Cwells, Savadge, Lehner, Kuhn, Tyson, Hitchcock (Henry), Harskowitz, Moore (J. J.), Brayer, Barnett, Henderson (W. F.), Gosline, Paterson, Burton, Lynch (C. P.), Dinneen, Hodges, Reed (W. A.), Cannon, Gilpin, Butler, Faulkerson, Cooper (J. A.), Schmatterlee, Studd, Marsh, Page, Tussiny, Gascoyne, Madden, Kidd (W. C.), Graham, Morlin, Anderson, Field, Doran, Walshe (Richard), McArdle, Tobin (P. F.), Brady, Hannahan, Murrell, Feehan, Creamer (Francis), Fieldstack, Donnelly, Miles, McLeod, Mills, Roderick, Kelly (Jas.), Dillon, Bowler, Derrigan, Ludwig, Illiard, Damozonlo, Timilty (J. F.), Cooper (Wm.), Hill (L. A.), Deigle, Gately, Rosenfield, Freeman, Smith (Wm.), Bolger, Scott (Timothy), Francis, Hutchinson, Klein, Clark (Wm. H.), Tarrents, Herr, Sadler.

On motion the reading of the minutes was dispensed with.

Discussion of the motion to concur in the report of the Committee on Resolutions was then resumed.

Delegate Quick: I desire to say that I am not a Socialist, neither am I antagonistic to the Socialists. I believe that the report of the committee is unfair to the delegates that have presented various resolutions to the Convention for its consideration, in that the committee has brought in an omnibus report covering some fifteen or more resolutions which I do not concede are identical or generally similar by any means. I believe that it is unfair when propositions of these characters are presented to waive the red flag of anarchy or

socialism or any other kind of ism, in order to appeal to the prejudice or sympathy, as the case may be, of the delegates to defeat a proposition, or, on the other hand, to carry one.

It was contended at the New Orleans Convention and, I presume, it will be contended here, that should we adopt even a mild resolution recommending to the laboring men that they exercise their franchise as American citizens at the polls in the furtherance of their interests that the capitalistic press will take this up and herald it to the world that the American Federation of Labor has gone on record in favor of socialism. On the other hand, should the report of the committee be concurred in, the capitalistic press will undoubtedly proclaim that the American Federation of Labor has "sat down on socialism," neither of which statements would be true. I am not in favor of committing the American Federation of Labor to any political party, but I am in favor of urging the organized workmen of this country to exercise their rights as citizens in the furtherance of their interests at the polls. Collectively, we do not hesitate to announce that we favor arbitration, nor do we fix fast lines along which it shall be carried out. We merely declare to our constituents that we favor and believe in arbitration and recommend it to them, but leave the manner of carrying it out to the men interested themselves, and they have found the way. And I am satisfied that if this Convention goes on record in favor of the organized workmen acting together at the polls for the furtherance of their interests, collectively and individually, and leave to them the finding of a way to bring this about that they will do so, the same as they have found a way to bring about arbitration.

Delegate Duncan: Mr. President and brothers, I doubt very much if I will seriously interfere with the time before a vote is to be taken on this subject, as I do not intend, in this Convention, to make a

lengthy address upon this subject. With the exception of some new delegates at this Convention, the old delegates all know my views upon the subject. They were probably more fully expressed at New Orleans than at any other convention, and since that time I have not suffered any change of thought along those lines, except to accentuate, perhaps, in a stronger degree what I had an opportunity to say in New Orleans. No member of this Committee on Resolutions that has made this report has yet spoken upon the subject, and I thought it would be but right to say a word on behalf of the committee before the vote was taken. Several delegates want, presumably, to convey the idea that they were martyrs to some extent. They claim an immeasurable amount of unfairness in the report of this committee. I consider the conventions of the American Federation of Labor the freest forum for the expression of opinion in the United States of America. The members who have spoken on the report of the committee have given a great deal of care to it.

Delegate Carey: I regret that there has been precipitated into this discussion a degree of feeling entirely out of keeping with the proceedings of a deliberative body that meets in the name of the working class. The issue is clear, it is stated in the preamble of the American Federation of Labor that there is a conflict between the oppressors and the oppressed, the capitalists and the laborers, and it is within my province as a Socialist and as a delegate representing a union that declares for Socialism to state that position. The time was when the tools of production were simple implements owned by the worker who also owned the product which he could sell or withhold from sale; today we do not own nor sell our product; we sell our labor power; we sell it for a wage to the owner of the tools of our labor, and that wage is not the equivalent of value of our product; the difference between our wage and our product is appropriated by the owners of the tools of labor; they retain possession of these tools by reason of their control of the government. As a Socialist I affirm that in order to establish the right of the worker to the full product of his labor we must use our political power to secure the collective ownership of these tools to the end that we may obtain the right of self government in industry and the return to the workers of the full product of their labor.

President Gompers: The Chair desires to call attention that under the motion passed this morning there are but fifteen minutes left, and the Chair desires to participate in this discussion.

A motion was made that the Chair debate after 3 o'clock.

The motion was carried.

Delegate Cohen: Mr. Chairman and fellow delegates, I belong to no side of the house, and I am very sorry one side of the house espouses something that they have not given us a remedy for from the other side of the house. The brother that just arose I would like to reply to, as far as his stand goes and his preaching for the working classes. The brother has taken the stand here today as a delegate for the Boot and Shoe Workers. I claim that it is a false position at this time. The brother may represent the organization through the means of election, but I have documents here to prove that the brother is not sincere in that which he is representing here today. In Haverhill a fight has been on for three months past between the Boot and Shoe Workers and the S. W. P. U., the first a national, the one that the brother belongs to, and the other an independent union. The Socialist party has taken no part in the struggle. The position taken by the Socialists is that there is a row between two sets of working men and should be settled without political interference. Now, if the member is sincere in the preachings that he has given from year to year, and the Socialist party is satisfied with their leaders, I claim, Mr. Chairman and fellow delegates, that we are being misled by these very leaders who are trying to manipulate the working classes through the channels of amelioration by Socialism.

The chair reminded the Convention that the hour of 3 had arrived.

A motion was made to reconsider the action whereby the Convention had voted to close debate on the question at 3 o'clock.

The motion was lost.

Delegate Barnes said he could claim the right to speak because he introduced one of the motions, but he was going to waive it in a spirit of fair play.

Delegate Keyes wanted to set himself right before the Convention.

Delegate Warner raised the point of order that the only question before the house was the president's speech.

The chair ruled the point well taken.

Delegate D. A. Hayes was called to the chair and President Gompers spoke as follows:

President Gompers: Mr. Chairman and fellow delegates, I am always impressed with an earnest man's utterances, and to me a man who makes a statement and gives me an assurance, my disposition has always been to be credulous and to believe him. When an organization makes a declaration, my disposition is to believe it. I am always inclined to believe a man or an aggregation of men to be honest, but when I discover that a man has made professions of one thing and his actions belie his words, then I am like the Missourian; after that, so far as he is concerned, he must show me.

Vice-President Duncan has not the opportunity to reply to his critics, because of his calling attention to the conduct of the men who clothed themselves in the mantle of Socialism, and assumed a position of superiority, mentally, in honesty, in work, and in ennobling purposes. It is because their professions are in entire discord with their actions in this Convention that it is necessary to call their position in question.

I shall not refer at this time to their very many detailed acts of treachery to the trade union movement; but I shall refer to some of the declarations made upon the floor of this Convention by delegates participating in this discussion, and show you that though they may believe themselves to be trade unionists, they are at heart, and logically, the antagonists of our movement.

I want to say, and I am sure it will come as a shock to the brother, for between Mr. Hayes and myself—I mean Max Hayes—personally there has, I think, existed a very close and sympathetic bond of friendship, but here we differ—I am a trade unionist; he thinks he is.

Delegate Hayes, I firmly believe, was ill when he came to this Convention. He could not accept a duty which was meant as a compliment, and has been so regarded by other men, to perform committee work; but if ever a man made an effort and showed that he was sacrificing his vitality, he did in making his address upon a speculative theory which, undoubtedly, he thought more important than the doing of the essential work of the Convention.

Our friends, the Socialists, always when with us have an excellent conception of the trouble in our industrial life. They say,

as we say, and as every intelligent man or woman says, that there are miseries which surround us. We recognize the poverty, we know the sweatshop, we can play on every string of the harp, and touch the tenderest chords of human sympathy; but while we recognize the evil and would apply the remedy, our Socialist friends would look forward to the promised land, and wait for "the sweet by-and-by." Their statements as to economic ills are right; their conclusions and their philosophy are all askew.

The action of the committee has been found fault with because they did not bring in a substitute for the resolutions presented, but instead took a course that will bring this matter fairly and squarely before the Convention. At the last Convention in New Orleans, through placing us in a false position, the resolution upon this question came within an ace of being adopted; but this year the committee has made this question a plain, broad proposition.

The vote that will be recorded here today against the report of the committee will be fairly and squarely recorded in favor of Socialism; and the vote that is recorded in favor of the committee's report will be against Socialism. And it will be recognized as such throughout the land.

There has not been a legislative body before which the other officers of the Federation or I myself have appeared, nor an association of employers, nor individual employers with whom we have met in conference but that we have been confronted with this Socialistic amendment, so-called, which came near being passed at New Orleans. It has made, and will make, our work doubly difficult, because these employers have refused and do refuse to confer for the adjustment of difficulties and disputes when they are led to believe by declaration that property is in danger of confiscation.

We have been asked how many trade unionists there are in Congress. I venture to say that there are more trade unionists in Congress and in our state Legislatures holding clear cards than there are elsewhere in similar positions the world over. Do you suppose the Socialists want trade unionists elected to Congress and to the Legislatures?

(Delegate J. Keyes: "No.")

Of course, no. Of course, Socialist

Brother Keyes, no. I am proud of you, Brother Keyes, for your honesty in admitting it. But what Brother Keyes has just admitted on the floor is true of every other Socialist in the Convention. As a matter of fact, wherever there has been a trade unionist candidate for any political office if there have been half a dozen Socialists in town, they have always tried to defeat the trade unionists.

Now, there has been a remark made about the passage of the military law by Congress. I agree it would have been a good thing if we could have prevented the passage of that law, but the delegate said that if we even had a minority in Congress, it could not have become law. I point him to the fact that in Germany they have the largest number of any party in the parliament of that country, and yet they have the most tyrannical military laws of any country on the globe.

It is all very well to make a declaration, but the facts are another thing. We are told we ought not to rely upon an indiscreet remark by a Socialist here and there; but if not, then why rely upon the remarks of trade unionists here and there? Yes, an indiscreet remark—but the difficulty here and outside of the Conventions of the American Federation of Labor is to find a Socialist who is not all the time guilty of making indiscreet remarks. He is at it all the time.

When the Socialist Trade and Labor Alliance, backed by Mr. De Leon—and I will not ask pardon for mentioning his name, because if a man is consistent he is entitled to have his name mentioned.

(Delegate J. Mahlon Barnes rose to speak. Delegate Carey of Haverhill also called out, "I object.")

You don't know what I am going to say. You were members of that party when the Socialist Alliance was started.

(Delegate Max Hayes: "Let me explain." Cries of "Sit down" and "Hear him.")

I am stating the facts, that is all. They broke away because of the domination of this man De Leon, and started out to form a new Socialist Party, and declared what Delegate White declared here on the floor of the Convention today was their policy—that the trade unionists must be unhampered and fought from within.

(Delegate Hayes: "That is more than any republican or democrat would say.")

For that reason I am not with those parties, and one of the reasons I am not with

your party is because I want to be in line with the declaration that the trade union policy, the movement and the work must be unhampered by your political nostrums.

When the Socialists formed the American Labor Union in rivalry to the American Federation of Labor, I took occasion to continually say in the American Federationist that it was but another attempt to form another Socialist Trade and Labor Alliance, without its practical courage to openly declare its enmity to the American trade union movement.

Is it not a fact that no matter what we achieve, we are belittled by the Socialists? Even the Labor Day we have achieved for all the people of our country—the proposition comes in here to abolish it and to make Labor Day in line with the Labor Day of continental Europe, May 1st. The American Federation of Labor in 1879 addressed a letter to the French workmen, suggesting to them to celebrate the 1st of May when the carpenters were to inaugurate the eight-hour day; and from that suggestion, made by your humble servant, they have made the first of May of each year their holiday, and so they celebrate it, usually on the Sunday before or the Sunday after. They take no holiday, but they sometimes celebrate it in the evening of May 1st.

In no country on the globe has labor ever taken a day for itself without asking consent, or begging or apologizing for itself, except in this country. And yet the Socialists want us to give up our own Labor Day and celebrate on May 1st, in the evening.

The secretary of the Socialist party has severed his connection with the reformed (?) Socialist party, because of his being opposed to the hostile tactics of that party to the trade unions; and, being at heart a trade unionist, he was forced out of his position. Since that time he has given to the world the real reasons why he was forced out—because he dared to stand up in defence of trades unions and against the policy of antagonizing the trades unions and hoisting up the American Labor Union.

Is it not true, to a very great extent, that your Socialist American Labor Union, except the miners and a very few others, is made up very largely of expelled members of the trades unions who broke faith with their fellow-workmen? Do you Socialists here deny it? Your official papers say so, and your Socialist organizers' reports admit it. Are your unions not boy-

cotting the International Boot and Shoe Workers' Union label and the International Paper Makers' Union label, and other international unions, and where they do not boycott them, hold the threat over the heads of some other unions, compelling them either to submit, or forcing them to waver in their fealty and loyalty to the movement?

The cigar makers' union of Denver has had this condition of things confront it. They were threatened with a Socialist boycott of their label, and their president and those poor fellows, many of whom can not labor elsewhere, must submit to the dictates of the Socialist organization, for they have no other alternative except to get out of Denver. Because they can not otherwise work and support themselves, they must submit, or be boycotted by Socialists out of the beneficent climate of Denver, and driven elsewhere, to pine away from the ravages of that dread disease from which so many suffer and by reason of which they sought that climate for the relief afforded.

Men of labor, if you were in the office of the American Federation of Labor for a time and you knew the things that transpire in the labor movement in a general and in a specific way—for they are all focussed there, and we know what is going on and we know the enemies of the labor movement—you would have your opinion clear cut upon this subject. Why, we have spent more money in organizing in Colorado itself than in any other state, notwithstanding that, industrially considered, it ought to cost very little.

I want to tell you, Socialists, that I have studied your philosophy; read your works upon economics, and not the meanest of them; studied your standard works, both in English and German—have not only read, but studied them. I have heard your orators and watched the work of your movement the world over. I have kept close watch upon your doctrines for thirty years; have been closely associated with many of you, and know how you think and what you propose. I know, too, what you have up your sleeve. And I want to say that I am entirely at variance with your philosophy. I declare it to you, I am not only at variance with your doctrines, but with your philosophy. Economically, you are unsound; socially, you are wrong; industrially, you are an impossibility.

President Gompers, at the close of his

speech, was the recipient of a magnificent basket of flowers suitably inscribed with the words "A Worthy Success," from some of his friends among the local cigar-makers.

Delegate Barnes: I rise to a question of personal privilege; not on the subject matter at all. If the brothers will permit, it will prevent a stoppage of the roll call in its midst. It is not that I want to address you on the question at issue, but I desire to make a personal explanation at this time so that it may save time later. I want to say that the Cigarmakers' delegates were instructed to vote as a unit. When the Cigarmakers' delegation is called, there will have to be an interruption unless I make this statement at this time. In 1896, the Cigarmakers' International Union offered a resolution instructing their delegates to vote as a unit in the American Federation of Labor Convention. Your humble servant for three years prior to that had been at the head of the delegation to the American Federation of Labor at several conventions. Your humble servant at this convention declared that he would not accept a nomination with his hands tied, declining the nomination. In 1901 there was a vacancy on the delegation of this convention, and with the knowledge of my position I was appointed as a delegate to fill that vacancy. Therefore, I consider myself free to act as I please at this time.

President Gompers: The question before the house the chair will state as explicitly as possible, if you will only give me your attention. A number of resolutions were introduced by delegates and referred to the Committee on Resolutions. The committee made an unfavorable report upon all of them. The motion is to concur in the committee's report.

The secretary was then directed to call the roll.

AYES—Mulholland, Devlin, Utting, Noshang, Deason, Murphy (P. F.), Slocum, Kerr, Cummins (P. H.), McMahon (James), McNeill, Flynn, Fox, Malloy, Looney, Barrett, Dougherty, Lovely, Hank, Butterworth, Buchanan, Winslow (C. W.), McGovern, Jennings, Duffy (Frank), Duffy (P. F.), Grimes, Fyfe, McPherson, Henry (J. S.), Fish, Gengenback, Tveitmo, Gompers, Tracy, Wood, O'Brien (J. R.), Morris (Max), Robinson, Devine, Loebenberg, Cable, Hughes, Sherman (H. W.), Nelson, Estinghausen, Burns, Feeney, Taylor, McMahon (P.), Glass, Monaghan, Healy (Timothy), Shamp, Kirley (John), Larkin, Curran, White (Henry), Rickert, Hayes (D. A.), Agard, Morris (J. J.), Cotter, Duncan, Lyons, O'Brien (W. J.), Moffitt, Phillips, Maher, Lillen, Smyth (J. W.), Larsen,

Quinlivan, Lally, Callahan, Scott (M. P.), Lobbey, Gunter, O'Connor (E. C.), Shaffer, Rutledge, Richards, Vollmer, Langlands, Stephens, Powell, Buckley, Hoke, Roach (John), Keefe, Barter, O'Connor (T. V.), O'Connell (James), Creamer (J. J.), Warner, Ireland, Hammerstrom, Drinkwater, Wilson (J. T.), Boyle, Lowe, Donnelly, Call, Schmidt, Elchelberger, Lynch (E. J.), Downing (P. B.), Duttie, Downey (P. J.), Wheeler (C. D.), Kurten (H. C.), Mitchell, Wilson (W. B.), Fahy, Dempsey (J. T.), Haskins, Ryan, Lewis, Valentine, Frey, Bradley, Murphy (M. F.), Weber, Miller, Carey (D. A.), Kneeland, Hancock, Mackey, Fitzgerald, Winn (Peter), Wilson (Jas.), Rooney, Spencer, Kelley (J. S.), Hunt, Hailes, Scott (J. A.), Higgins, O'Hare, McDonald (D. J.), McKnight, Richmond, Street Railway Employees' delegation, Edwards, Seamen's delegation, Ross, Kelly (Philip), Hart, Williams (G. W.), Schwab, Lennon, Qualey, Sangster, Barry (J. B.), Furman, Flood, Cote, Markey (F. A.), Tansey, Hibbert, O'Donnell, Franke, Tobacco Workers' delegation, McDonough, Lynch (J. M.), Garrett, Nuernberger, Morrison (Frank), Hunter, Kidd (T. I.), Mulcahy, Braunschweig, Gebelein, Williams (D. U.), Beals, Hughes, Perkins, White, Neary, McLaughlin (C. J.), McHugh, Leonard, Poplowsky, Gurr, Casey (J. J.), Sullivan (G. B.), Casey (Louis), Cummings (W. P.), Hirsch, Spittal, Markey (H. A.), Simmons, Driscoll, Daly, Coleman, Hunt, Morrison (A. W.), Elmer, Hasselbeck, Campbell, Irvin, Scollin, Fuller, Fosdick, Jones (David), Clay, Reark, Parker (Mrs. N. D.), Donovan (Jeremiah), Ford, Gurley, Smith (J. T.), Coker, Maloney (R. S.), Brandon, Nugent (W. J.), Barrett (John), Cohen, Powell (P. J.), O'Leary, Henry (Frank), Browning, Ainey, Wulf, Clancy, Gottlob, Feltus, O'Keefe, Welsh (P.), Porter, Edwards, Holland, Hinchey, Tully, Whitney, Nightingale, McKee, Schwartz, Neal, Bowen, Berry, Schneider, Broderick, Macarthur, McKelvey, Harris, Burman, Dempsey (D.), Zahing, Dewar, Henderson (W. D.), Debarrey, Feyder, Connor, Doll, Muldoon, Dale, O'Connell (M. J.), Roche (E. J.), Sabel, Harney, Payne, Peetz, Scully (Rosa), Wynn (I. G.), White (Wm.), Borden, Swift, Collins (M. D.), Mallory, Dervin, Whitman, Bankow, Bechtold, Borden, Buthe, Caldwell, King, Haskell, Wingerter, Borden, Derrigan, Keenan, Coyle, Borden, Russell, White (J. O.), Downing (J. P.), Mullee, Bickler, Darcy, Murphy (L. E.), Bohm, Burke, representing 11,282 votes.

NAYS—Schaerer, Tobin (J. F.), Martindale, Carey (J. F.), Kemper, Ward, Zepp, Gaestel, Wheeler (F. C.), Slayton, Bohnen, Jackson, Barnes, Mikol, Kaufman, Chuck, Grossman, Huber, Sherman (C. O.), Kness, Wasley, Gilbertson, Dold, Murray, Van Fossan, Quirk, Tanquary, Ramsay, Keyes, Carr, Hayes (M. S.), Mahoney (P.), Hill (A. E.), Healey (B. F.), Kelley (J. W.), Scully (D. J.), Moore (Thomas), Hitchcock (W. H.), Kenney, Reid (J. J.), Flanagan, Trownell, Laplant, McKelgue, Stewart, Sheehan, Ballard, Donovan (Michael), Krett, Hatch, Thompson, Ryall, Arvidson, Vincens, Dolan, Savadge, Lavin, Henderson (W. F.), Cardiff, Hoehn, Turner, Hapgood, Lederer, Faller, Zimmerman, representing 2,147 votes.

By a vote of 11,282 in favor to 2,147 against the report of the committee was concurred in.

Delegate Ryan for the Committee on Resolutions continued his report, as follows:

Resolution No. 118.—By I. T. U. Delegates of New York:

WHEREAS, The Typefounders' Trades District Union of the International Typographical Union met the employing typefounders of the United States in New York City on May 21, 1903, for the purpose of discussing contemplated changes in the scale of wages and hours of labor, and the employers at this conference insisted that the delegates from the Typefounders' Unions withdraw the union shop clause before they would consider any other question; and,

WHEREAS, The delegates from the Typefounders' Unions, in a desire for harmonious relations, then withdrew the union shop clause and presented in lieu thereof a proposition that the percentage of non-union men then employed be not increased, which was also refused; and

WHEREAS, The employers then presented the typefounders' delegates with copies of individual contract that contained a paragraph, reading as follows:

"The employee agrees not to join in or encourage any strike, nor absent himself during a strike, should his presence be required by the employer." and from May 25th up to the present time they have made efforts to induce our members to sign said individual contracts, some of them even informing their employees that unless they signed said individual contract they would be discharged and would be prevented from finding employment elsewhere, unless they first signed such contracts; and,

WHEREAS, It was thereby made plain to the members of the Typefounders' Unions of the International Typographical Union that unless some steps were taken to prevent any further intimidation or coercion on the part of the employers, our organization would eventually be disrupted; and,

WHEREAS, The Typefounders' Unions again presented the employing typefounders in several cities with a new scale of wages, hours and conditions, with the request that same be put into effect on Monday, Sept. 28, 1903, and the refusal of the employers to concede our rights on that date resulted in a walkout in those typefoundries where scales had been presented, and within two weeks after the men and women in some of the typefoundries had gone on strike the employers locked out our members in nearly all the foundries in the United States; and,

WHEREAS, Such an antagonistic attitude as was displayed by the employers portends the destruction of our organization unless determined resistance is offered; and,

WHEREAS, Ninety-three per cent. of the skilled workmen in the typefoundry trades are members of our union, it has been an easy matter for us to make the strike effective; therefore be it

RESOLVED, That the American Federation of Labor in Convention assembled endorses the strike of the Typefounders'



Trades District Union of the International Typographical Union, and commends the action of those men and women who are not members of the union in joining in the strike when the lockout occurred; and, be he it further

RESOLVED, That the American Federation of Labor assures the striking typefounders of its moral support, even to the extent, should it become necessary, of giving the matter the widest publicity.

Committee on Resolutions reports favorably.

Report of committee concurred in.

Resolution No. 140.—By Delegates Joseph N. Weber, D. A. Carey, Owen Miller of American Federation of Musicians:

WHEREAS, In February, 1903, Local No. 174, American Federation of Musicians of New Orleans, La., was locked out by the committee of arrangements of the New Orleans Carnival because said Local No. 174 refused to accept the wages offered for their services on this occasion, on the ground that Local No. 174, American Federation of Musicians, considered the amount of wages offered inadequate; and

WHEREAS, Said committee of arrangements in their endeavors to supply musical labor necessary for this function applied to the commander of the French man-of-war Tago (laying in the harbor of New Orleans at the time to detail the band of the Tago composed of enlisted men in the service of the French government; and

WHEREAS, The commander of this French man-of-war complied with the request, and landed the band of the Tago to take the place of the locked out musicians of New Orleans, thus interfering in a dispute between citizens of the United States and committing a breach of international comity; therefore be it

RESOLVED, That the twenty-third Convention of the American Federation of Labor denounce the act of the commander of a foreign man-of-war landing troops upon American soil to interfere in a controversy between citizens of the United States as to a question of wages, and the legislative committee of the American Federation of Labor is hereby instructed to endeavor to have a resolution introduced in the House of Representatives calling for an investigation of the allegations made in this resolution, and if found true, demanding proper satisfaction from the French government for the unwarranted act of one of its agents in interfering in the trades disputes of citizens of the United States.

Committee on Resolutions reports favorably.

Report of committee concurred in.

Resolution No. 147.—By Delegates Philip Kelly and Lee M. Hart of International Alliance Theatrical Stage Employees:

WHEREAS, The past year's history of the trade union movement has shown that great danger threatens its foundation and fundamental laws of organization through the heartless and selfish motives of aggrandizement by many of our large national and international unions courteously taking unto themselves the work and rights of trade long established; and

WHEREAS, This continued trespassing

upon the trade rights and jurisdiction belonging to these many crafts have been honestly granted to them by right of labor, and the consent, by jurisdiction granted to them as strict trades men by this great American Federation of Labor; and

WHEREAS, It is well known and self-evident to all that this crime against strict trade autonomy (honesty) has not alone tended to disrupt our unions, but is bringing such discredit upon our entire movement that the condition has changed whereby our fellow-workmen have become more feared than the aggressive employer; therefore be it

RESOLVED, That this, the twenty-third annual Convention of the American Federation of Labor reaffirms its doctrine of strict trade autonomy and hereby gives notice to all its affiliated crafts that they must strictly confine themselves to the actual jurisdiction that their charters call for under penalty of having said charter revoked.

Committee on Resolutions reports unfavorably, on the ground that the resolution is superfluous, as the subject matter is fully covered in the laws of the American Federation of Labor.

Moved that the report of the committee be concurred in.

Delegates Hart, Sherman, Hammerstrom, Kelly and Burns spoke upon the question.

The report of the committee was concurred in.

Resolution No. 130.—By Delegate E. J. Roche of Central Labor Union, Washington, D. C.:

RESOLVED, That this Convention condemn the manufacture of United States mail bags by convict labor in Trenton prison, as it is against the interests of free American labor.

RESOLVED, That a copy of this resolution be forwarded to the postmaster-general of the United States.

Committee on Resolutions reports favorably.

Moved that the report of the committee be concurred in.

Delegate Roche secured unanimous consent to amend Resolution No. 130 by adding after the words "mail bags," in the third line of "resolved," the words "locks and catches."

The report of the committee was concurred in and the resolution was adopted as amended.

Resolution No. 163.—By Delegates D. U. Williams, Alabama State Federation of Labor, and H. A. Mackey, Birmingham Trades Council:

WHEREAS, The coal operators and unfair firms of Birmingham, Ala., under the direction of D. M. Parry, have organized themselves under the title of the "Citizens' Industrial Alliance," and have declared war upon organized labor of the State of Alabama; and

WHEREAS, The last session of the Alabama legislature, at the instance of this said "Citizens' Alliance," enacted into law an anti-boycott bill, which seeks to prevent labor unions from boycotting, distributing boycott literature or unfair cards or conspiring in any manner against unfair firms or from loitering before their places of business; and

WHEREAS, It is the opinion of the best legal talent of Alabama that the law is unconstitutional; therefore be it

RESOLVED, That the American Federation of Labor appropriate the sum of \$1,000 to the Alabama State Branch of the American Federation of Labor, for the purpose of testing the constitutionality of the said anti-boycott law in the courts.

Committee on Resolutions recommend reference to the Executive Council with the request that they give it their earliest possible attention.

Report of committee concurred in.

Resolution No. 166.—By Delegate W. C. Kidd of Federal Labor Union No. 10,964:

WHEREAS, It having become generally recognized by all business interests that a surplus fund is far preferable to a deficit; therefore be it

RESOLVED, That the president of the American Federation of Labor, together with the officers thereof, shall cause an assessment of (\$1.00) one dollar per each member, who is affiliated with the American Federation of Labor, and that the money thus collected shall be amalgamated with the present defence fund. The above assessment of one dollar shall be collected in four equal installments during the coming fiscal year.

Committee on Resolutions reports unfavorably.

Moved that the report of the committee be concurred in.

Delegate Furuseth moved to lay the whole matter on the table.

The aye and nay vote was doubted and the chair called for a show of hands.

By a vote of 70 in favor to 64 against the motion to lay on the table was carried.

Resolution No. 170.—By Patrick Mahoney, Massachusetts State Branch:

WHEREAS, Prior to the establishment of the civil service laws by the government of the United States the conditions that governed all those in the employ of the United States was known as the "spoils system" and appointment to the public service was dependent entirely upon political preferment, without regard to the merit of the appointee; and

WHEREAS, Under the wise provisions of the said civil service laws the government has been able to obtain the services of only fit and competent employes without regard to the religious or political belief of the individual employe; and

WHEREAS, The operations of the said civil service laws insure a degree of permanency of employment that approaches life tenure in the public service on condition of competency alone; and

WHEREAS, The said civil service laws extend to those in public employ, steady

employment, and protection from interference in the discharge of their duties from any source for any reason, other than one affecting the ability of the employe to perform his duties in a satisfactory manner; therefore be it

RESOLVED, That for the reasons recited in the foregoing preamble the American Federation of Labor in convention assembled fully endorses the said civil service laws, and advocates their extension whenever and wherever practicable.

Committee on Resolutions recommends the striking out of the second "whereas" and reports favorably.

The report of the committee was adopted as amended.

Resolution No. 175.—By Delegate J. A. Cable and Andrew C. Hughes, Coopers' International Union:

WHEREAS, There has on several occasions in recent Congresses been legislation introduced detrimental to the interests of the Coopers' International Union, and we have been handicapped in meeting same for lack of the means to obtain prompt and accurate information, and as we anticipate the introduction of further proposed legislation by the employing brewers' association at the forthcoming session of Congress; therefore be it

RESOLVED, That the American Federation of Labor, in convention assembled, instruct its legislative committee to watch for any attempted legislation effecting coeprage matters at the forthcoming session of Congress and to promptly notify the headquarters of the Coopers' International Union of same and all facts in connection therewith.

Committee on Resolutions reports favorably.

Delegate Hughes spoke in favor of the committee's report.

Report of committee concurred in.

Resolution No. 173.—By Delegates representing the United Garment Workers of America:

WHEREAS, The United Garment Workers of America is engaged in a severe struggle with the Clothiers' Exchange of Rochester, comprising nearly all the clothing manufacturers of that city owing to its refusal to treat with their cutters as a body when presented with a request for the reduction of the hours of labor to eight per day, so as to conform to the working time observed in that branch of the trade in all competing markets; therefore be it

RESOLVED, That the American Federation of Labor in convention assembled does hereby condemn the attitude of the organized clothing manufacturers of Rochester as being unfair and contrary to the spirit of our times.

Committee on Resolutions recommends reference to the Executive Council.

Report of committee concurred in.

Resolution No. 179.—By Delegate Francis Fildew of Michigan State Federation of Labor:

**WHEREAS**, Since the American Federationist has explained the Winnetka system for installing the initiative and referendum in cities without waiting for the consent of the party in power in the legislature and without consulting the party machines in the city, several cities have emancipated themselves, including Detroit, Mich.; Toronto, Canada; Waco, Tex., and Geneva, Ill., with excellent work in Chicago. In Toronto and Waco the non-partisan campaign was instituted and conducted by organized labor, greatly strengthening the organization in the sentiments of its members and demonstrating an effective political system separate and apart from party politics; therefore be it

**RESOLVED**, That the twenty-third annual convention of the American Federation of Labor rejoices that its action of two years ago in securing publicity for the Winnetka system has already had such effective fruitage, and our president is requested to issue an address to affiliated unions, setting forth what has been accomplished in cities and how; and

**RESOLVED**, That our president is requested also to write to the conventions of the State Federation of Labor as they occur, directing attention to the non-partisan system whereby organized labor is securing the submission of constitutional amendments for the initiative and referendum.

Committee on Resolutions reports favorably.

Report of committee concurred in.

Resolution No. 184.—By Delegate John Bradley of Iron Moulders:

**RESOLVED**, That we condemn bribe giving on the part of the employers as being as reprehensible and as dangerous to the community as taking bribes by union officials, and the Executive Council of the American Federation of Labor is hereby instructed to expose and prosecute employers guilty of such acts.

Committee on Organization desires to say that an isolated case does not warrant the conclusion that dishonesty on the part of officers of organized labor prevails. On the contrary we are convinced that the representatives of organized labor are by far the most reliable, honest and trustworthy of any walk of life. We therefore report unfavorably upon this resolution.

Moved that the report of the committee be concurred in.

Delegate Bohnen said that he was in favor of punishing bribe givers and was in favor of having laws passed in states where they do not now exist punishing bribe givers.

Delegate Bradley spoke in favor of the resolution.

Delegate Bohnen favored the adoption of the committee's report.

Delegate Buchanan favored having the convention take a position on the question at issue.

The report of the committee was concurred in.

Delegate Grossman secured unanimous consent to introduce the following resolution, which was referred to the Grievance Committee by the Committee on Resolutions:

Resolution No. 290.—By Delegate Herman Grossman of the International Ladies' Garment Workers' Union:

**WHEREAS**, The attention of the International Ladies' Garment Workers' Union has been called to the fact that a movement is on foot within the Manhattan Association of Knife Cutters at New York City to the effect that said organization will probably decide to become affiliated with the American Labor Union; and

**WHEREAS**, Such action it appears has been made possible by the refusal of the Laundry Workers to grant said Manhattans a charter as promised one year ago; and

**WHEREAS**, The general secretary of the International Ladies' Garment Workers has repeatedly communicated with the Shirt, Iron and Laundry Workers upon this subject; but failed to receive a reply,

**RESOLVED**, That the twenty-third convention of the American Federation of Labor hereby directs the Laundry Workers to fairly and justly deal with the International Ladies' Garment Workers' Union so that harmony can be established in this industry.

The Convention then adjourned.

## TENTH DAY—Morning Session.

The Convention was called to order by President Gompers at 9 o'clock.

Absentees: Barry (J. L.), Devlin, Kerr, McMahon, Lovely, Martindale, Buchanan, McPherson, Cable, Hughes, Keldy, Towey, O'Brien, Callahan, Stephens, Buckley, Hoke, Roach, Keefe, Warner, Boyle, Call, Schmidt, Lynch, Scaife, Weber, Carey, Fitzgibbon, Bahlhorn, Winn, Scott, Dix, McKnight, Mahon, Winslow (C. H.), Lincoln, Flood, Powell, Curley, Beals, Jones, Hughes, Sullivan, Ferguson, Murphy, Bridwell, Markey, Thomas, Scully, Schardt, Fossberg, Collins, Graney, Woods, Sinclair, Mahoney, Curtis, Keene, Sarman, Duffy, Stewart, Henry, Pena, Allmon, Allabough, Jones, Davis, Largay, Hinchey, Lawler, Hulse, Ryall, Holloway, Dodd, Clarke, Cowell, Lehner, Kuhn, Tyson, Hitchcock, Harskowitz, More, Barnett, Gosline, Paterson, Burton, Lynch, Gettle, Dinneen, Hodges, Reed, Cannon, Gilpin, Butler, Faulkerson, Cooper, Schmatterlee, Studd, Marsh, Page, Tussiny, Gascoyne, Madden, Kidd (W. C.), Graham, Morlin, Anderson, Field, Borden, Doran, Walshe, McCardle, Tobin, Brady, Hannahan, Murrell, Feehan, Creamer, Fieldstack, Donnelly, Miles, McLeod, Mills, Roderick, Kelley, Dillon, Borden, Bowler, Ludwig, Sodekson, Hillard, Damozonlo, Timilty, Cooper, Russel, Hill, Delgie, Gately, Rosenfield, Freeman, Smith, Downing, Bolger, Scott, Francis, Hutchinson, Klein, Clark, Tarrents, Herr, Sadler, Mullen, O'Grady, Keyser.

On motion the reading of the minutes was dispensed with.

Delegate Duffy secured unanimous consent to introduce a resolution which was referred to the Committee on Distribution.

Delegate Ryan, for the Committee on Resolutions continued his report as follows:

Resolution No. 192.—By Delegate John M. Ryall, Central Trade and Labor Council, Richmond, Va.:

WHEREAS, The union label is not patronized by organized labor as well as it should be; and

WHEREAS, The merchants that handle union made goods and employ union clerks complain that union men as a rule do not ask for the union made products; therefore be it

RESOLVED, By the American Federation of Labor in convention assembled, that all international organizations and federal unions attached to the American Federation of Labor have their obligations amended so as to read as follows: And I do

further solemnly promise on my word of honor that I will patronize only strictly union made goods and that I will use my best endeavors to get others to do the same, and that if I should become faithless to my obligation, may I then be expelled from the union.

Committee on Resolutions reports favorably.

Report of committee concurred in.

Resolution No. 194.—By Delegate M. Brayer, Cloth Spongers:

WHEREAS, It is the policy of the American Federation of Labor to assist all affiliated organizations; and

WHEREAS, The United Garment Workers can materially and effectively assist the Cloth Spongers and Examiners Union by seeing to it that in all of these label clothing houses their members handle only such clothing which has been sponged and examined by the members of the Cloth Spongers' and Examiners' Union; be it

RESOLVED, By this twenty-third annual Convention of the American Federation of Labor, that the United Garment Workers be urged to so assist the appealing union.

Committee on Resolutions recommends that the Executive Council take steps to bring about a friendly adjustment of the subject matter contained in this resolution.

Report of committee concurred in.

Resolution No. 197.—By Delegate Owen J. Townsell of the Hamilton, Ohio, Co-operative Trades and Labor Council:

WHEREAS, The Co-operative Trades and Labor Council of Hamilton, Ohio, has through its efforts to unionize the printing and publishing offices in its locality been assailed by the Republican News Publishing Company with a sweeping injunction and a suit for damages to the amount of \$50,000; and

WHEREAS, These proceedings are backed by the Manufacturing Association of Hamilton, Ohio, who seek by these means to destroy the independent spirit of trade union affiliation of the Council; therefore be it

RESOLVED, By the annual Convention of the American Federation of Labor that the incoming Executive Council be and is directed to render such aid as may in its judgment be warranted by the conditions.

Committee on Resolutions reports favorably.

Report of committee concurred in.

Resolution No. 204.—By Delegate Walter Macarthur of San Francisco Labor Council:

WHEREAS, Mongolian and other Asiatic cheap labor is a detriment not only to the progress of the American workers, but to that of the nation as a whole; and

WHEREAS, Strenuous efforts are now being made in the Philippine Islands by nearly all of the representatives of European capital and by some representatives of American capital to open these islands to Chinese coolie labor, which must inevitably lead, not only to the lowering of the already small wages of the Filipino workers, but ultimately to the crowding out of the native workmen and native business men by Chinese; and

WHEREAS, In the Hawaiian Islands, out of a population of about 180,000, there are 70,000 Japanese, 25,700 Chinese; and of late Koreans, who are Chinese in physical characteristics and customs, are being brought in, the purpose of the Hawaiian Sugar Planters' Association being to import in the near future 10,000 of such Koreans as an experiment, who (as at present there is already a large surplus of Mongolian labor in these islands—labor which is gradually finding its way to the mainland of the United States, especially to the Pacific coast states) will come to our country, the Hawaiian Islands being thus used as a bridge to bring cheap Mongolian labor into the United States; and

WHEREAS, Chinese and Japanese, especially the latter, are rapidly driving to destitution and extinction the native Hawaiians, and driving out of the islands the few white mechanics, the few small white settlers and the small white business men, leaving the islands in full control of the Hawaiian Sugar Planters' Association, a concern controlled by a few men of great wealth; and

WHEREAS, The Census of 1900 shows that the Japanese population of the United States, exclusive of the Japanese in the Philippine and Hawaiian Islands, has grown from 2,039 in 1890 to 24,326 in 1900, of which number 22,001 were located in the states of California, Washington, Oregon, Montana and Idaho, where their disastrous competition in many callings has inflicted great injury on the American workers; especially since 1900 their numbers in these states have steadily increased; and

WHEREAS, Increased machine production in Japan is displacing in larger and larger numbers hand labor, which hand labor, in the overcrowded condition of that country, where 45,000,000 persons are situated in 148,742 square miles, only 11 per cent of which is arable land, is eager to emigrate and willing to work at any wages, in Japan now wages of laborers being 18 cents per day and of mechanics from 20 to 50 cents per day; and

WHEREAS, The Japanese, by adopting our forms of dress only outwardly conform to the western standard of civilization, in their customs and morals remaining essentially Japanese, that is, men of a lower standard of morals, of a lower standard of wages, men of a race that has never assimilated with the Caucasians, but which race has always pulled down, and pulled down irresistibly, the men of the Caucasian race that have been forced into

contact with men of the Mongolian race; therefore be it

RESOLVED, By the American Federation of Labor that it deem it absolutely necessary for the preservation and advancement of the natives of the Philippine and Hawaiian Islands, to whom the American government has made solemn pledges of protection, that the Chinese Exclusion Act be made to apply to the Japanese and Koreans and other Asiatic Mongolian labor, also that the present Chinese Exclusion Act continue in full force in the Philippine and Hawaiian Islands; and further

RESOLVED, That the incoming Executive Council is hereby required to instruct the Legislative Committee to have introduced in congress a bill embodying the spirit of these resolutions.

Committee on Resolutions reports favorably.

Report of committee concurred in.

Resolution No. 209.—By Delegate G. A. Hoehn of the Federal Labor Union, 6482:

RESOLVED, That the twenty-fourth annual Convention of the American Federation of Labor be held in St. Louis, Mo.

Committee on Resolutions recommends reference to the Convention to be considered at the proper time.

Report of committee concurred in.

Resolution No. 219.—By Delegate E. C. Berry of the Tri-City Labor Congress:

WHEREAS, In 1898 a strike took place at the Rock Island Arsenal, in order to prevent discrimination against organized labor; and

WHEREAS, After a strike of two months' duration, an agreement was reached between the Secretary of War and the representatives of the organization involved, namely, the International Association of Machinists, to the effect that all persons involved in said strike should be reinstated without discrimination; and

WHEREAS, Said agreement has not been recognized by the commandant at the Rock Island Arsenal, many men who took part in said strike being still barred from said arsenal;

RESOLVED, That the Executive Council take up this matter at once, and demand of the President of the United States that the agreement entered into be carried into effect at once, and the men immediately reinstated.

Committee on Resolutions reports favorably.

Report of committee concurred in.

Resolution No. 232.—By Delegate W. S. Harris of Savannah Trades and Labor Assembly:

RESOLVED, That the American Federation of Labor request of every National union to incorporate into their constitution a law compelling all the local unions affiliated to attach themselves to the city central body where they are located.

Committee on Resolutions reports unfavorably, the subject matter being covered in the Constitution.

Report of committee concurred in.

Resolution No. 233.—By Delegate John Keyes of Shipwrights' Union:

WHEREAS, The system of electing our federal officers is not in conformity with the spirit of the voice of the people, being heard; be it

RESOLVED, That this Convention be placed on record as being in favor of the election of president, vice-president, and all of the officers making up the cabinet be by the direct vote of the people; furthermore be it

RESOLVED, That the supreme judges, the attorney-general and senators of the several states be elected by a direct vote of the people.

Committee on Resolutions reports favorably.

Report of committee concurred in.

Resolution No. 237.—By Delegate Andrew Furuseth of International Seaman's Union:

WHEREAS, Our greed for sovereignty over the country through which the inter-oceanic canal must pass has already caused this country to disregard the sovereignty of sister republics in Central America;

WHEREAS, The building of such a canal must inevitably lead to the annexation of all the territory between our Mexican border and such canal in order that it may be at all times defended; therefore

RESOLVED, That this Convention of the American Federation of Labor emphatically protest against the building of such a canal as inevitably leading to such interference.

Committee on Resolutions recommends the following substitute:

WHEREAS, The government of the United States is about to undertake, at Panama, the construction of a canal to connect the Atlantic and Pacific oceans, the most important public work ever assumed by this or any other nation, and many thousands of workmen of every kind will be employed on the work; and

WHEREAS, We are threatened in the immediate future with an industrial depression during which thousands of American workmen will doubtless be thrown into idleness, and especially those engaged in the very class of labor which will be most in demand at Panama; and

WHEREAS, The United States now has among its citizens hundreds of thousands of laborers of the Italian and other southern races adapted in every way to the class of work to be undertaken at Panama; be it

RESOLVED, That the Congress of the United States be urged by the twenty-third annual convention of the American Federation of Labor to require that none but citizens of the United States be employed on the construction of the inter-oceanic canal.

Delegate Hoehn opposed the committee's report.

Delegate Furuseth opposed the substitute and favored the adoption of the resolution.

Delegate Zaring believed that we should

go on record as protesting against foreign labor building the canal and for that reason favored the committee's report.

Delegate Qualey was of the opinion that the substitute should read "residents" instead of "citizens."

Delegate Mikol favored modifying the committee's report before it was adopted.

Delegate Lennon stated that he believed the question of vital importance. He said that he was not opposed to the building of the canal, but he was opposed to this Convention taking action which would result as an injury to the working men of this country.

By a vote of 99 in favor to 47 against the report of the committee was adopted.

Resolution No. 241.—By Delegate Charles Lavin of Central Labor Union, Wilkes-barre, Pa.:

WHEREAS, There are many local unions of national and international organization not affiliated with the nearest central body as provided for in the Constitution of the American Federation of Labor, and as the apathy or neglect on the part of those local unions should be taken notice of by the parent bodies; therefore be it

RESOLVED, That national and international unions do incorporate in their constitutions a clause to the effect that any local union not in good standing in the nearest central when possible shall also be considered delinquent to its national or international body, thereby harmonizing with the fundamental principles of the American Federation of Labor.

Committee on Resolutions reports unfavorably.

Delegate Murphy moved that the entire matter be laid upon the table.

The motion was adopted.

Resolution No. 243.—By Delegates Hank and Butterworth of International Brick, Tile and Terra Cotta Workers:

WHEREAS, The International Brick, Tile and Terra Cotta Workers' Alliance was forced to declare a strike against the Harbison & Walker Refractory Co. with office located in Pittsburg, Pa., to protect its 5000 members working for said company; and

WHEREAS, This company has refused to consider at any time the grievances of its employees before or after said strike was called, and like the immortal Baer said, there was nothing to consider or arbitrate, but robbed the slums of Europe and America of their denizens and brought them into the mountains of Pennsylvania, Ohio and Kentucky, protected them by high board fences and coal and iron police; and

WHEREAS, The International Brick, Tile and Terra Cotta Workers' Alliance has appealed to all organized labor for their moral and financial assistance, said appeal being indorsed by the Executive

Council of the American Federation of Labor;

**RESOLVED**, By this Convention that all organized labor and affiliated organizations are hereby again requested to render such assistance as lies within their power to give to the international organization in this their fight for liberty and justice against the Harbison & Walker Refractory Company.

Committee on Resolutions reports favorably.

Report of Committee concurred in.

Resolution No. 244.—By Delegates Hank and Butterworth of International Brick, Tile and Terra Cotta Workers:

**RESOLVED**, By the twenty-third annual Convention of this Federation, that whenever members of more than one organization are employed in any workshop and when a member of one organization secures work coming under the jurisdiction of another organization it is the sense of this Federation that in such cases there be adopted an exchange of cards between these organizations and the Executive Council is hereby requested to use its good offices with such organizations to adopt such rule.

Committee on Resolutions recommends reference to the Executive Council.

Report of committee concurred in.

Resolution No. 250.—By Delegates Geo. Mackey and James F. FitzGerald of Paper Makers:

**WHEREAS**, The paper makers of Holyoke, Mass., have lately ended a long and expensive struggle for the betterment of the conditions of this craft in the city of Holyoke; and

**WHEREAS**, This strike was of such long duration that it exhausted the treasury of the locals as well as the international; and

**WHEREAS**, This organization has contracted an indebtedness of \$8000, caused by the inability of our organization to take proper care of the 4500 members who were on strike; therefore be it

**RESOLVED**, That the Incoming Executive Board of the American Federation of Labor do, and is hereby instructed to, render all possible assistance both financially and morally.

Committee on Resolutions recommends reference to the Executive Council.

Report of committee concurred in.

Resolution No. 259.—By Delegates P. J. Downy, C. D. Wheeler, H. C. Kurtin of Amalgamated Sheet Metal Workers' International Alliance:

**WHEREAS**, The members of Sheet Metal Workers Local Union No. 10 of New York City have been locked out for the past four months owing to their refusal to sign the plan of arbitration submitted by their employers; and

**WHEREAS**, President Gompers and Vice-Pres. Duncan visited New York for the purpose of investigating the conditions existing in the building trades and after a thorough investigation made the following recommendation on October 13, 1903:

1. That the building trades unions which have either been locked out or have

been on strike because of their refusal to sign the "plan of arbitration," agree thereto. (2) That the building trades unions which have signed the agreement insist upon the disbandment of such organizations which have been instituted recently as rivals to the bona-fide and duly constituted unions of the trade. (3) That the unions affected exercise leniency and afford easy terms upon which those may return who were members and who have become members of rival organizations, and that those who have not been members of the bona-fide unions so affected may be afforded the opportunity of membership upon the same terms as other non-union applicants. (4) That the building trades unions, parties to the "plan of arbitration," meet by bona-fide representatives at regular times for the consideration of such matters as affect them and which tend to promote the general interests of the men in the building trades and to all labor; and

**WHEREAS**, In compliance with the above recommendation of Pres. Gompers and Vice-Pres. Duncan, Local Union No. 10 appointed a committee of five with full power to act in the settlement of the trouble existing between the union and the Employers' Association, and at a conference with a committee from Employers' Association, Tuesday, October 30, 1903, a committee from Local Union No. 10 submitted the proposition: that we would sign the arbitration plan as adopted by them July 3d, 1903, and further, we would take back all members who had seceded from the union and place them on the records of the union as they were before seceding and take in the members of the new union who had not been members of Local Union No. 10 for the regular initiation fee of fifty dollars (\$50.00), provided they could pass the examining board of the union; and

**WHEREAS**, Said proposition was rejected by the Employers; therefore be it

**RESOLVED**, That this Convention of the American Federation of Labor endorse the recommendation of Pres. Gompers and Vice-Pres. Duncan and request the Executive Officers of all national and international unions affiliated with the American Federation of Labor to instruct those local unions in New York city who have signed the plan of arbitration to immediately take steps to put said recommendation in effect.

Committee on Resolutions recommends adoption of resolution after striking out third and fourth "whereas."

Delegate Wheeler said it was the duty of every trade unionist in the country to assist the building trades.

The report of the committee with recommendation was adopted.

The secretary read the following telegram:

Chicago, Ill., Nov. 18, 1903.

Frank Morrison, Secretary American Federation of Labor, Boston, Mass.:

Strike situation bright, firemen, electricians, engineers, cable splicers, black-

smiths have joined the strike. Governor, state board of arbitration, mayor, council committee working for arbitration, which we are willing to accept. Men united and standing firm. Chicago Federation of Labor unanimously with us. Give our thanks to the Convention.

(Signed.) MAHON, PRATT.

Committee on Distribution presented the following resolutions, which had been introduced by unanimous consent:

**Resolution No. 292.**—By Delegate Frank Duffy of United Brotherhood Carpenters and Joiners of America:

WHEREAS, The firms known as the S. Howes Co., Huntley Mfg. Co. and the Invincible Grain Cleaning Co. of Silver Creek, N. Y., have stubbornly and persistently fought organized labor in that city for the past two years and have locked out their employees because they were members of organized labor; and

WHEREAS, Said firms absolutely refused to recognize trade unionists, to arbitrate their differences or to give them a hearing; and

WHEREAS, Said firms have used all means at their command to stamp trades unionism out of existence altogether in Silver Creek; therefore be it

**RESOLVED**, That this, the twenty-third annual convention of the American Federation of Labor place said firms on the unfair list until such time as they recognize trade unions and the right of the workers to organize.

Referred to Committee on Boycotts.

**Resolution No. 249.**—By Delegate Geo. C. Campbell of Tri-City Labor Congress of Clinton and Lyons, Ia., and Fulton, Ill.:

WHEREAS, For a number of years the American Federation of Labor has at considerable expense kept at each session of Congress a lobby at Washington, D. C., in the interest of the working class, and although some benefits have been derived, yet not as much as would have been if candidates for Congress and state legislatures had been questioned and pledged, if elected, to support certain measures in which wage workers are vitally interested; and

WHEREAS, In the State of Iowa, where such questions and pledging has been done, candidates have been elected favorable to legislation in behalf of the working people; therefore be it

**RESOLVED**, That this Convention recommends the selection by each central body in every State of our Union of a committee on law and legislation, whose duty it shall be to submit questions to candidates as to how they will vote on questions affecting labor, and give publicity to the same to the end that candidates elected who violate their pledges may be buried in the political oblivion they deserve; and be it further

**RESOLVED**, That this convention suggests to central bodies that, where funds will admit, they appoint a member of their body (to work in conjunction with legislative bodies of state branches at state legislatures to work for the passage of such laws as shall be of benefit to the workers

and the community, and approve a solid front to obnoxious legislation.

Committee on Resolutions reports unfavorably.

Report of committee concurred in.

**Resolution No. 268.**—By Delegates James Duncan, F. J. Lyons, W. J. O'Brien of Granite Cutters' National Union:

WHEREAS, The laborers and mechanics employed on government works since 1869 have since 1872 been actively engaged in an effort to secure pay for overtime made by them in the belief that these claims are perfectly just and well founded; it is therefore

**RESOLVED**, That section two of the deficiency appropriation act, approved May 18, 1872 (Seventeenth Statutes at Large, page 134) is hereby revived and continued in force and made applicable to all labor performed in excess of eight hours per day by all laborers, workmen and mechanics employed by or on behalf of the Government of the United States since the 19th day of May, 1861, the date of the proclamation of the President concerning such pay; said claims to be adjudicated by the Court of Claims upon the basis prescribed in and by said section, and judgments to be rendered for extra pay in proportion to the increase of hours of labor wherever more than the legal day's work of eight hours was performed"; and

**RESOLVED**, That the American Federation of Labor, as a body, recommends to Congress the favorable consideration of these claims, and directs its officers or committees in charge of legislation to give their best efforts to the passage of legislation having for its object the relief of these claims.

Committee on Resolutions reports favorably.

Report of committee concurred in.

**Resolution No. 269.**—By Delegate James Duncan of Granite Cutters' National Union:

**RESOLVED**, That the best interests of labor require the admission of women to full citizenship as a matter of justice to them, and as a necessary step towards ensuring and raising the scale of wages for all.

Committee on Resolutions reports favorably.

Report of committee concurred in.

**Resolution No. 270.**—By Delegates of International Typographical Union:

**RESOLVED**, That the American Federation of Labor believes that:

(1). The voters of each state ought to have the power to submit constitutional amendments by petition to the referendum.

(2). That the right of the people to change their constitution and enact laws by petition and vote, is a clear, unquestionable and vital right, which must be attained before any reform of present conditions is possible.

(3). That the present monopoly of the law-making business by the legislatures of the various states is the source of all



the forms of monopoly that oppress labor and rob the public.

Therefore the state branch of the American Federation of Labor in each state is hereby instructed to petition the legislature for a change in the constitution, providing for the submission to the people of constitutional amendments on petition of voters.

Committee on Resolutions reports favorably.

Report of committee concurred in.

Resolution No. 271.—By Delegates of International Typographical Union:

WHEREAS, There is apparent division among the trade unions of the West, which differences are largely caused by misunderstandings of the purpose of the American Federation of Labor to bring about solidarity in the trade union movement; therefore be it

RESOLVED, That this Convention elect a committee of three delegates to visit the next conventions of the organizations known as the American Labor Union and the Western Federation of Miners for the purpose of bringing about an amalgamation of such organizations and their affiliated bodies with the American Federation of Labor.

Committee on Resolutions recommends reference to the Executive Council with instructions to appoint such a committee.

Delegate Max S. Hayes opposed reference to the Executive Council. He believed the committee should be appointed by the Convention.

Delegate Fosdick favored the report of the committee and opposed sending a delegate to the American Labor Union.

Delegate Max Morris favored having the American Federation of Labor send a committee to the Western Federation of Miners, but opposed giving any recognition whatever to the American Labor Union.

Delegate Wilson said he knew of no organization which had suffered more from the American Labor Union than the United Mine Workers, nevertheless he was opposed to the report of the committee. He was in favor of sending a committee for the purpose of consolidating the forces of labor.

Delegate Tanquary favored any effort that would result in bringing all organizations together.

Delegate Simmons spoke upon the question.

Delegate Barnes opposed the report of the committee.

Delegate Ramsay said he was in favor of the committee's report and suggested that a committee be appointed to visit the Western Federation of Miners.

Delegate Morris stated that the Ameri-

can Labor Union would not hold a convention until 1905.

Delegate Richmond was opposed to the committee's report.

Delegate Agard was in favor of the committee's report, because he believed that the Executive Council was keenly alive to the necessity of securing unity of labor forces.

Delegate Wheeler moved that the resolution be referred back to the committee.

Delegate Tanquary secured unanimous consent to strike out the word "American Labor Union" in the resolution so that it will read as follows:

Resolution No. 271.—By Delegates of International Typographical Union:

WHEREAS, There is apparent division among the trade unions of the West, which differences are largely caused by misunderstandings of the purpose of the American Federation of Labor to bring about solidarity in the trade union movement; therefore be it

RESOLVED, That this Convention elect a committee of three delegates to visit the next convention of the organization known as the Western Federation of Miners for the purpose of bringing about an amalgamation of such organization and affiliated bodies with the American Federation of Labor.

Delegate Ryan supported the committee's report.

Delegate Roche favored any action that would do away with the strife in the west.

Delegate Bohnen held that the resolution gave the committee full power to act.

Delegate Kreft favored conciliatory methods. He said he would favor committee's report if they gave specific instructions.

Delegate Ryan stated that the committee was in favor of changing their report to read: "Referred to Executive Council with instructions to appoint such committee."

The report of the committee was adopted.

Resolution No. 273.—By Delegates John M. Stephens and Chas. E. Langlands of Wood, Wire and Metal Lathers:

WHEREAS, In the past year organized labor in many of the large cities of the country have been grossly imposed upon by a number of carnival shows, who have through central bodies given exhibitions which have resulted disadvantageously to the movement wherever given, not only proving a financial loss, but in every instance dissension in the ranks; therefore be it

RESOLVED, By the American Federation of Labor in convention assembled, that the incoming Executive Council shall issue an official letter to all central bodies, warning them against making contracts for exhibitions by these carnival shows, and the same be published in the Federationist, so that he who runs may read.

Committee on Resolutions reports unfavorably.

Delegate Stephens opposed the committee's report.

Delegate Lennon said that such carnivals are a fraud and believed we should go on record as against them.

Delegate Dubarry said a carnival was given under the auspices of the St. Louis central body and the promoters were still indebted to the central body.

Delegate Miller said they were unfair and unreliable and should not be countenanced. They never paid their musicians. They were, in his opinion, frauds.

Delegate Murphy said he knew promoters of labor carnivals to be grafters.

Delegate Hill said that every labor carnival in the south had been a disgrace to the labor movement and favored the adoption of the resolution.

The report of the committee was defeated and the resolution adopted.

Resolution No. 274.—By Delegate M. J. Vollmer of International Jewelry Workers of America:

WHEREAS, The Manufacturers' Association of Jewelers and Silversmiths are infringing upon the rights and liberties of employees by prohibiting them from becoming members of a labor organization; and

WHEREAS, This is unconstitutional and against the principles of the United States; be it

RESOLVED, That the Executive Council of the American Federation of Labor take necessary proceedings to present same to Congress.

Committee on Resolutions reports favorably.

Report of committee concurred in.

Resolution No. 277.—By H. D. Call of Amalgamated Meat Cutters and Butcher Workmen of North America:

WHEREAS, The American Federation of Labor has in the past placed itself upon record as being opposed to Sunday work; and

WHEREAS, There are now members of local unions affiliated with the American Federation of Labor who demand that members of the Amalgamated Meat Cutters and Butcher Workmen of North America after working sixty-seven hours during the week shall work five hours on Sunday; therefore be it

RESOLVED, That the American Federation of Labor in convention assembled do condemn the said action and pledge the support of his body to the butcher workmen in securing one day's rest in seven.

Committee on Resolutions reports favorably.

Report of committee concurred in.

Resolution No. 290.—By Delegate Frank Laplant of Ilion Trades Assembly, New York:

WHEREAS, There is no law compelling the use of uniform text books in the public schools in the United States of America, thereby making it very difficult, if not impossible for parents to supply their children with the books necessary to meet the requirements of the different school boards when moving from one locality to another; therefore be it

RESOLVED, That this twenty-third annual Convention of the American Federation of Labor does hereby endorse the above resolution and make every possible effort to bring about the adoption of uniform text books in our public schools.

Committee on Resolutions reports favorably.

Report of committee concurred in.

Resolution No. 291.—By Delegate Thomas L. Hughes:

WHEREAS, It has been fully demonstrated by experience that the Great Lakes Sailors' Snug Harbor Association has been working through their committee, Rev. Malcolm McNeill, who has waited on the different organizations, such as Illinois State Miners' Convention, and they unanimously endorsed the project. Mr. McNeill also waited on the Illinois State Federation of Labor, and they unanimously endorsed the Sailors' Snug Harbor plan; also on the Chicago Federation of Labor, and after Mr. McNeill spoke to them they also unanimously endorsed the Sailors' Snug Harbor; therefore be it

RESOLVED, That we, the delegates of the American Federation of Labor, endorse the Great Lakes Sailors' Snug Harbor project; be it further

RESOLVED, That it is the request of this Convention that the National Congress take such steps to give financial assistance as this worthy cause may deserve.

Committee on Resolutions reports favorably.

Report of committee concurred in.

Resolution No. 297.—By Delegates of International Brotherhood of Bookbinders:

WHEREAS, The attention of President Roosevelt, Secretary of Commerce and Labor Cortelyou, and Public Printer Palmer has been called to the employment in the bindery of the government printing office of one William A. Miller as assistant foreman; and

WHEREAS, Said William A. Miller has been proved by affidavits and court records in our possession to be a bigamist, perjurer, defaulter and one totally unfit to be in charge of working people; and

WHEREAS, The attention of the public officials above referred to has been called to seven violations of civil service rules and two violations of revised statutes (all of which violations demand instant dismissal from the service) by said William A. Miller; and

WHEREAS, President Roosevelt has declared the charge of personal unfitness of William A. Miller to be one of "routine matter of administrative detail;" and

WHEREAS, We regard the continued retention of William A. Miller in the government employ to be a menace to production of creditable work because of dissatisfaction with his methods as foreman; therefore be it

RESOLVED, That the American Federation of Labor, in convention assembled, hereby petitions President Roosevelt to examine into the affidavits and testimony submitted by Local Union No. 4, International Brotherhood of Bookbinders to Public Printer Palmer, and upon verification to immediately remove him, William A. Miller, from the government service.

The following was referred to your committee from the Executive Council's report:

The so-called "open shop" makes agreement with employers impractical if not impossible, for the union can not be responsible for the non-unionists, whose conduct often renders the terms of the agreement ineffective and nugatory. The agreement, or joint bargain, of organized labor with employers depends for its success not only upon the good will of the union and the employer toward each other, but that neither shall be subject to the irresponsibility or lack of intelligence of the non-unionist, or his failure to act in concert with, and bear the equal responsibility of, the unionists.

The right of the non-unionist to work when, where, and for what he pleases carries with it the logical right of the unionist to work or refuse to work when, where and for what he pleases, and with whom he pleases.

To a non-unionist, despite that which his advocates say for him, can not be attributed the virtue of helping his fellow-workmen or contributing toward the establishment of more rightful relations between workmen and their employers. No force but that of persuasion and moral and intelligent influences should be exercised to convert the non-unionist to membership in our organizations, but it is hurtful from every view-point, and to every enlightened interest to advocate the "open shop." As the immortal Lincoln said, "This country can not long remain half free and half slave," so say we, that any establishment can not long remain or be successfully operated part union and part non-union.

In connection with the meeting of the Executive Council, and by appointment, a conference was held with the President of the United States for the purpose of discussing important labor legislation, and on behalf of the International Brotherhood of Bookbinders the Miller case was discussed. The Executive Council brought to the President's attention the manner in which his decision had been quoted, and, in addition to the relationship of Mr. Miller to the bookbinder's union, as brought forth in the charges against him, the "open shop" idea was carefully considered. Replying to statements on the subject, President Roosevelt set forth that in his decision he had nothing in mind but a strict compliance with federal, including civil service, law, and that he recognized a difference between employment by the government circumscribed by those laws and any other form of employment, and that his decision in the

Miller case should not be understood to have any other effect or influence than affecting direct employment by the government in accordance therewith. He furthermore made plain that in any form of employment excepting that so circumscribed he believed the full employment of union men preferable either to non-union or "open shops."

In view of the publicity given this subject, the Executive Council of the American Federation of Labor takes this opportunity to say that the trade union movement stands for strictly union shop, experience having proved that where the "open shop" system has been tried reduction in wages and profits have ensued, with general disaster to the industry practicing that system, and therefore declares that the best interests of the labor movement call for the employment of union workers and discourages in every way, shape, and form the deteriorating effects which follow the recognition of the "open shop."

Your committee gave this whole subject full consideration, and as a substitute for the resolution recommend the full endorsement of the position outlined in the report of the Executive Council on the open shop; and on the Miller case, that all testimony relative to his unfitness to hold office and to his unfairness and immorality be transmitted to the president, "to be settled in routine of administrative detail," with the expressed desire of this Convention that if said charges in whole or in part are sustained Miller be dismissed from the public service.

Moved that the report of the committee be concurred in.

Delegate Barrett stated that the report of the committee was satisfactory to the International Brotherhood of Bookbinders.

Delegate Hoehn asked if his resolution had been considered.

Delegate Duncan stated that they had considered all matters referred to them and had submitted a substitute.

Delegate Hoehn wanted the Convention to declare in favor of union shops.

Delegate Kreft moved as an amendment that the American Federation of Labor place itself upon record as being in favor of the union shop everywhere, as well in federal, state and municipal employment as in private enterprises.

Delegate Ramsay favored the adoption of the amendment submitted by Delegate Kreft.

Delegate Duncan stated that the committee accepted the amendment as part of their report, which would then read as follows:

Your committee gave this whole subject full consideration, and as a substitute for the resolution recommend the full indorsement of the position outlined in the report of the Executive Council on the open shop, and that the American Federation of Labor place itself upon record as being in favor of the union shop everywhere, as well in federal, state and municipal employment as in private enterprises; and on the Miller case, that all testimony relative to his unfitness to hold office and to his unfitness and immorality be transmitted to the president, "to be settled in routine of ad-

ministrative detail," with the expressed desire of this Convention that if said charges in whole or in part are sustained that Miller be dismissed from the public service.

The report of the committee as read was adopted.

The Committee on Building Trades stated that they were ready to report.

The Convention then adjourned until 2 P. M.

## TENTH DAY—Afternoon Session.

The Convention was called to order by President Gompers at 2 o'clock.

Absentees: Barry (J. L.), Martindale, Fish, Loebenburg, Reddy, Burns, Towey, Buckley, Hoke, Roach (John), Call, Schmidt, Sherman (C. O.), Scaife, Weber, Fitzgibbon, Winn (Peter), Dix, McKnight, Quick, Tanquary, Ramsay, Winslow (C. H.), Frazier, Cornish, Lincoln, Powell (Geo.), Curley (J. F.), Jones (Jerome), Ferguson, Murphy (P. J.), Bridwell, Thomas, Fossberg, Collins (T. J.), Graney, Woods, Sinclair, Mahoney (D. D.), Curtis, Keene, Sarman, Duffy (O. H.), Henry (Frank), Allimon, Allabough, Jones (W. D.), Ainey, Clancy, Davis, Largay, Lawler, Hulse, Holloway, Dodd, Clarke (E. R.), Cowell, Lehner, Kuhn, Tyson, Hitchcock (Henry), Harskowitz, Moore (J. J.), Henderson (W. F.), Wynn (I. G.), Gosline, Paterson, Burton, Lynch (C. P.), Dineen, Hodges, Cannon, Reed (W. A.), Turnt, Gilpin, Butler, Faulkerson, Cooper (J. A.), Schmatterlee, Studd, Marsh, Page, Tussiny, Madden, Kidd (W. C.), Graham, Morlin, Anderson, Field, Doran, Walshe (Richard), McArdle, Tobin (P. F.), Brady, Hannahan, Murrell, Feehan, Creamer (Francis), Fieldstack, Donnelly (J. B.), Miles, McLeod, Mills, Roderick, Kelley (James), Dillon, Bowler, Ludwig, Hillard, Damozonio, Timilty (J. F.), Cooper (Wm.), Hill (L. A.), Delgie, Gately, Rosenfield, Freeman, Maloney (R. S.), Smith (Wm.), Bolger, Scott (Timothy), Francis, Hutchinson, Klein, Clark (Wm. H.), Tarrents, Herr, Murphy (L. E.), Sadler.

On motion the reading of the minutes was dispensed with.

Delegate Hirsch moved that the hour of 10 o'clock Saturday morning be set for the election of officers.

The motion was adopted.

Delegate Drake moved that Resolution No. 46 be taken up and acted upon.

Delegate Haskins, for the Committee on Laws, recommended the following as a substitute for Resolutions 38, 46, 93 and 199:

RESOLVED, That the secretary of the

American Federation of Labor be instructed to communicate with the secretaries of all national and international unions affiliated with the American Federation of Labor, advising such secretaries to comply with Section 2 of Article 12 of the constitution of the American Federation of Labor.

Moved that the report of the committee be concurred in.

Delegate Lavin opposed the report of the committee.

Delegate Drake favored the adoption of a resolution that would compel local unions of affiliated internationals to join central bodies.

Delegate Mitchell said that while organized labor at Wilkesbarre contributed a great deal to the miners, they have done no more than the miners are doing for organized labor through their demands for union label goods.

Delegate Bahlhorn favored the committee's report. He said that until such time as central bodies had machinery in force to protect building trades interests they should not try to compel local unions to join central bodies.

Delegate Macarthur favored the resolution and opposed the report of the committee.

Delegate Barter moved that the entire matter be laid upon the table.

The motion was lost.

Delegate Kidd announced that he had received a telegram with the information that the Minneapolis, Minn., Central Labor Union had voted to affiliate with the American Federation of Labor.

Delegates Murphy, Dold and and Swartz favored the committee's report.

Delegate Debarrey said he was heartily in favor of the resolution and opposed to the report of the committee.

Delegate Fosdick stated that he was in favor of the resolution.

The previous question was then called for.

Agreed to.

The report of the committee was adopted.

Delegate J. B. Dale requested to be recorded as voting against the committee's report on Resolution No. 46.

Delegate Nellie D. Parker secured unanimous consent to introduce the following resolution, which was referred to the Committee on Organization:

Resolution No. 238.—By Delegate Nellie D. Parker, Galesbury Trades and Labor Assembly:

WHEREAS, A number of international and local unions have had unusual success in recent years in the organization of women wage earners; and

WHEREAS, Cases frequently arise in which an experienced woman organizer is needed to assist in the work; be it

RESOLVED, That the Executive Council be instructed to include at least one woman among the organizers of the American Federation of Labor for the ensuing year.

Delegate Mitchell said he took occasion yesterday to deny a statement made by Delegate Kreft that the Socialists had taken up a subscription for the miners. He said he had learned since he had made such statement that the Socialist organization did take up subscriptions for the members of the United Mine Workers' organization, and he desired to make such correction.

Delegate Kneeland, for the Committee on Building Trades, submitted the following report:

#### REPORT OF COMMITTEE ON BUILDING TRADES.

To the American Federation of Labor in convention assembled:

Your Committee on Building Trades beg leave to submit the following report:

But one resolution having come before the committee, No. 272, the committee desires to substitute the following instead of the said resolution No. 272. We find that in accordance with instructions issued by President Gompers in 1901 to Central bodies to form Building Trades Sections or Councils of the building trades represented in such Central bodies that "they have been formed and at the present time have full jurisdiction locally over all matters pertaining to building trades unions and endeavor to adjust and do adjust trade matters to the satisfaction of themselves and said Central bodies." We find said sections or councils protect the various crafts by refusing to work with non-union men and have been successful in obtaining satisfactory contracts with employers, reducing hours of labor, getting better conditions and fair pay for both.

1. Your committee would therefore recommend that this building trade council or section be carried further and be made a feature of the American Federation of Labor nationally as well as locally and that the Executive Council of the American Federation of Labor be increased by two additional members to whom shall be referred all matters in dispute that cannot be settled locally, and who shall investigate the merit of the controversy and report fully to the entire Executive Council, and a majority vote of the council shall be recognized and accepted as a decision on all matters in controversy pertaining to building trades subject to an appeal to the American Federation of Labor Convention when it assembles, if demanded.

2. We would further respectfully recommend that at each Convention of the American Federation of Labor a committee of building trades, consisting of one representative from each building trade organization affiliated with the American Federation of Labor be appointed by the President to whom all appeals from the decision of the Executive Council shall be referred for investigation and report their findings to the convention. And all matters pertaining directly to the Building Trades shall also be referred to said committee.

3. Your committee further recommends that all corporations or companies that may now or hereafter engage in the building or construction industry, shall be required to observe local established conditions of the building trades, irrespective as to agreements made with other affiliated organizations in other branches of industry.

4. Your committee is of opinion that this convention of the American Federation of Labor should go on record in calling attention of Congress to the fact that the federal government by its non-compliance with building, scaffolding and sanitary ordinances of the different cities throughout the country, has set up a serious menace to the lives of workmen employed in the erection of buildings and to the health and well being of the community in general. The government buildings of the United States are erected on what is claimed to be a reservation, removed from exercise of local authority by municipal ordinance. We believe the government should be as amenable as an individual and while our central bodies have from time to time called attention to the non-conformity of the United States with the local or municipal ordinances as applied to the erection of buildings and the installation of modern appliances they have met with absolutely no redress and your committee feel it incumbent upon them to ask this convention to support the building tradesmen in insisting on an observance of all building and sanitary state and municipal measures by the United States government.

Your committee further desires to draw your attention to the necessity of enacting measures by Congress looking to the preservation of life and limb of men employed in the erection and repair of bridges and viaducts, and to this end your committee solicits the approval of this convention.

Your committee is of the opinion that if the suggestions contained in this report be carried out that it will be the means

of bringing the building trades closer together, adjusting grievances, preserving harmony and strengthening and consolidating the entire labor movement of the country under the banner of the American Federation of Labor.

Respectfully submitted,  
WM. J. SPENCER, Chairman,  
FRED KNEELAND,  
J. F. GRIMES,  
FRANK BUCHANAN,  
THOS. J. LYONS,  
O. A. TVEITMOE,  
HERMAN LILJEN,

Committee.

Delegate Spencer moved concurrence in the committee's report.

Delegate Agard moved that the report of the committee be considered seriatim.

Delegate Agard's motion was adopted.

But one resolution having come before the committee, No. 272, the committee desires to substitute the following instead of the said Resolution No. 272. We find that in accordance with instructions issued by President Gompers in 1901 to central bodies to form Building Trades Sections or Councils of the building trades represented in such central bodies that "they have been formed and at the present time have full jurisdiction locally over all matters pertaining to building trades unions, and endeavor to adjust and do adjust trade matters to the satisfaction of themselves and said central bodies." We find said sections or councils protect the various crafts by refusing to work with non-union men and have been successful in obtaining satisfactory contracts with employers, reducing hours of labor, getting better conditions and fair play for both.

Your committee would therefore recommend that this building trade council or section be carried further and be made a feature of the American Federation of Labor, nationally as well as locally, and that the Executive Council of the American Federation of Labor be increased by two additional members, to whom shall be referred all matters in dispute that cannot be settled locally, and who shall investigate the merit of the controversy and report fully to the entire Executive Council, and a majority vote of the council shall be recognized and accepted as a decision on all matters in controversy pertaining to building trades subject to an appeal to the American Federation of Labor Convention when it assembles, if demanded.

Delegates Lennon, Kneeland, Dold, Wilson, Macarthur, Agard, Bahlhorn, Downey and Qualey discussed the proposition.

Delegate Duncan moved to defer action until the Committee on Executive Council's Report makes its report on the Building Trades.

Delegates Barnes and Buchanan opposed the motion to defer.

Delegate Furuseth favored motion to defer.

Delegate Duncan's motion to defer action was adopted.

A motion was made that when we adjourn we adjourn to meet at 7:30 this evening.

The motion was lost.

Delegate Macarthur, for the Committee on Executive Council's report, submitted the following, which was ordered taken up seriatim:

To the Twenty-third Annual Convention of the American Federation of Labor—Fellow Delegates:

Your Committee on Executive Council's Report respectfully reports as follows:

We approve the intention of the Executive Council to hold a session in one of the Western cities, and recommend that a special effort be made during the coming year to hold a session in Denver or other city West thereof.

Concurred in.

#### ORGANIZATION.

We concur in the report concerning the work of organization and the measures taken to solidify the respective bodies. We agree with the inference drawn from the demonstrations on Labor Day and congratulate the organized workers upon the showing of substantial progress thereby made.

Concurred in.

#### UNAFFILIATED UNIONS.

We commend the efforts of the Executive Council to secure the adherence of unaffiliated unions, and advise a continuance of their efforts under the policy heretofore pursued.

Concurred in.

#### ELEVATOR CONSTRUCTORS.

The action of the Executive Council in the matter of issuing a charter to the Elevator Constructors and denying a charter to the United Brotherhood of Railway Employees is approved. We also endorse the action taken in the settlement of disputes between employers and unions.

Concurred in.

#### LOCAL STRIKES.

We recommend especial attention to that part of the report treating of "Local Strikes." The suggestions therein made meet with our approval and should receive the widest possible circulation and the most careful thought of the organizations concerned. In order that these objects may be attained we recommend that the attention of local and Federal labor unions be called to the provisions of the Constitution dealing with the payment of strike benefits to such unions, and we further recommend that an instruction be issued to all organizers directing them to use their personal efforts to secure compliance with the Constitution of all local and Federal Labor unions.

We approve the action of the Executive Council in waiving the requirements of the Constitution in view of special emergencies, but we would suggest the obvious necessity of exercising such discrimination with the greatest care and only in cases wherein it is proved that non-compliance with the provisions of the Constitution has been due to physical difficulties or to

causes beyond the control of the organization involved.

Concurred in.

#### **SHEET METAL WORKERS.**

We approve the action of the Executive Council in securing the complete amalgamation of sheet metal workers under the Amalgamated Metal Workers' International Alliance.

Concurred in.

#### **TEAM DRIVERS AND TEAMSTERS.**

We approve the action of the Executive Council in securing the amalgamation of the Team Drivers' International Union and Teamsters' National Union.

Concurred in.

#### **IRON MOLDERS AND COREMAKERS.**

In the matter of the amalgamation entered into between the Iron Molders' Union of North America and the Coremakers' International Union, we congratulate the parties concerned and would call the attention of other organizations similarly related in their respective industries to the plan adopted in this instance for the solution of questions causing misunderstanding between them.

Concurred in.

#### **BUILDING TRADES UNIONS.**

We commend the action of the Executive Council in assisting the Building Trades Unions. We approve the objections raised against the policy of establishing a building trades authority in the counsels of the American Federation of Labor as an unwarrantable and dangerous discrimination. We believe that the interests of the building trades can best be served by regarding these trades as part and parcel of the whole movement, not as a separate and distinct entity, having separate, distinct and peculiar interests. The committee feels that it cannot too strongly deprecate the idea which, whether consciously or intuitively, underlies the suggestion of a separate authority to deal with building trades questions as such. The tendency and inevitable result of adopting the idea suggested would be the disintegration of the labor movement with craft factions. We are convinced that the interests of the buildings trades unions are practically one and the same with the interests of all other trades, and that they should be dealt with accordingly.

Delegate Spencer moved that the report of the committee be concurred in.

Delegate Dold wanted to know if the committee's report was not a substitute

for the report of the Committee on Building Trades.

Delegate Buchanan wanted to know if the report of the Committee on Building Trades was not before the Convention.

The chair held that it was within the province of any delegate to substitute the Building Trades report for the Executive Council's report.

Delegate Spencer moved that the report of the Committee on Building Trades be substituted for the Executive Council's report.

Delegate Lennon asked if it was the intention to have two conventions.

Delegate Spencer stated that such was not the case.

Delegate Duncan moved that that part of the report which dealt with the extension of the Executive Council be referred to the Committee on Laws and that they report on the convening of the Convention tomorrow morning.

Delegates Barnes, Driscoll and Lyons spoke on the motion.

Delegate Duncan's motion was adopted.

Delegate Barnes moved that the Committee on Grievances be notified to report at 11 o'clock tomorrow.

The chair ruled that it would require unanimous consent to adopt the motion.

Objection was made.

We would further respectfully recommend that at each convention of the American Federation of Labor a committee of building trades, consisting of one representative from each building trade organization affiliated with the American Federation of Labor be appointed by the President, to whom all appeals from the decision of the Executive Council shall be referred for investigation and report their findings to the Convention. And all matters pertaining directly to the Building Trades shall also be referred to said committee.

Moved that it be concurred in.

The proposition was debated by Delegates Furuseth, Downey, Swartz, Lennon and Kelly.

On motion it was referred to the committee on Laws.

Convention then adjourned.

## ELEVENTH DAY—Morning Session.

The Convention was called to order by President Gompers at 9 o'clock.

**Absentees:** Barry (J. L.), Barret (R. D.), Martindale, Henry (J. S.), Gengenback, Reidy, Burns, Altman, Towey, Cotter, Lillen, Callahan, Vollmer, Roach (John), Creamer (J. J.), Warner, Ireland, Call, Schmidt, Scaife, Weber, Fitzgibbon, Winn (Peter), Scott (J. A.), Dix, McKnight, Winslow (C. H.), Lincoln, Powell (George), Engel, Curley (J. F.), Beals, Hughes (T. L.), Ferguson, Murphy (P. J.), Bridwell, Markey (H. A.), Thomas, Scully (D. J.), Fossberg, Collins (T. J.), Reid (J. J.), Graney, Woods, Sinclair, Mahoney (D. D.), Curtis, Keene, Sarman, Duffy (O. H.), Finn, Henry (Frank), Allmon, Allabough, Jones (W. D.), Largay, Henchey, Lawler, Hulise, Thompson, Berry, Holloway, Dodd, Clarke (E. E.), Cowell, Connor, Lehner, Kuhn, Tyson, Hitchcock (Henry), Harskowitz, Moore (J. J.), Brayer, Barnett, Henderson (W. F.), Gosline, Paterson, Burton, Lynch (C. P.), Dinneen, Hodges, Reed (W. A.), Cannon, Gilpin, Butler, Falkerson, Cooper (J. A.), Schmatterlee, Studd, Marsh, Page, Tussiny, Gascayne, Madden, Kidd (W. C.), Graham, Morlin, Anderson, Field, Doran, Walshe (Richard), McArdle, Tobin (P. F.), Brady, Hannahan, Murrell, Feehan, Creamer (Francis), Fieldstack, Donnelly (J. B.), McLeod, Miles, King, Turner, Hapgood, Mills, Roderick, Kelley (James), Dillon, Bowler, Ludwig, Keenan, Sodekson, Hillard, Niem-Ludwig, Keenan, Sodekson, Hillard, Niem-Ludwig, Lederer.

By motion reading of the minutes was dispensed with.

Delegate Duncan stated to the Convention that President Roosevelt had pardoned Ephraim Clark.

On motion a vote of thanks was tendered by the Convention to President Roosevelt for his clemency.

Delegate Keefe moved that the matter of jurisdiction be made a special order for 2 o'clock.

Delegate Haskins, for Committee on Laws, made the following report:

Amendment to Section 1 of Article 5. Strike out the word "Six," in the second line and insert the word "Eight."

Delegate Duffy said he wanted reasons for an increase of the Executive Council before he would favor it.

Delegate Bohnen said he was opposed to the increase of the Council.

Delegate Lennon gave reasons for increase and favored the report of the committee.

Delegates Richmond, McGovern and Bahlhorn favored the report of the committee.

Delegate Macarthur was opposed to an increase of the Executive Council.

Delegate Treltmoie favored the increase.

Delegates Keyes, Faller and Sangster opposed the committee's report.

Delegate Phillips believed the Executive Council should not be increased.

Delegate Dold opposed the committee's report.

Delegate Devine said he was in favor of the report of the committee.

Delegate Spencer favored the report of the committee.

Delegate Shaffer moved the previous question.

Agreed to.

The report of the committee was adopted.

A roll call was demanded, but an insufficient number responded.

President Gompers was presented with a beautiful basket of flowers from some of the ladies of the Cigar Factory Tobacco Strippers' Union.

Amend Section 3 of Article 3 so that it will read as follows: The following committees, consisting of fifteen members each, shall be appointed by the president: First, Rules and Order of Business; second, Report of the President; third, Report of the Secretary; fourth, the Report of the Treasurer; fifth, Resolutions; sixth, Laws; seventh, Organization; eighth, Labels; ninth, Grievances; tenth, Local or Federated Bodies; eleventh, Education; twelfth, State Organization; thirteenth, Boycotts, fourteenth, Building Trades (to which shall be referred all grievances that involve only building trades, and all other matters pertaining exclusively to the building trades.)

Moved that the report of the committee be concurred in.

Delegate Barnes moved as an amendment that fifteen be stricken out and eleven inserted on all committees except the Committee on Building Trades.

Agreed to.

The report of the committee as amended was adopted.



Resolution No. 288.—By Delegate Wm. G. Schardt:

WHEREAS, There is a concerted move on the part of the employers to destroy the effectiveness of labor organizations by coercing the individual organizations to enter into agreements which will not permit them to aid any other organization by a sympathetic strike when such strike is necessary; and

WHEREAS, If this move on the part of the employing element is allowed to go on unchecked, it will ultimately result in the hampering if not final destruction of these organizations; therefore be it

RESOLVED, That it is the sense of the delegates of the American Federation of Labor in Convention assembled that our constitution be amended to the effect that no organization affiliated shall in the future sign any agreement which shall prevent the sympathetic strike.

Your Committee on Laws beg leave to report that the questions raised in this resolution have been covered, and the policy of the Federation defined in the report of the Committee on President's Report, and your committee therefore report that we consider further legislation unnecessary.

JOHN B. LENNON, Chairman.

W. H. HASKINS, Secretary.

JAMES LYNCH,

JOHN MULHOLLAND,

MAX MORRIS,

D. A. HAYES,

D. L. DILLWORTH,

Committee on Laws.

The report of the committee was concurred in.

Delegate Haskins moved that the Constitution as amended be adopted as a whole.

The motion was adopted.

Delegate Kneeland for the Committee on Building Trades resumed his report as follows:

Your committee further recommends that all corporations or companies that may now or hereafter engage in the building or construction industry, shall be required to observe local established conditions of the building trades, irrespective as to agreements made with other affiliated organizations in other branches of industry.

Delegate Bohnen wanted an explanation covering the report of the committee.

Delegate Qualey requested that the report be again read.

Delegate Keefe said the Longshoremen did not have an agreement to do building with any firm for \$2 a day.

The report of the committee was concurred in.

Your committee is of opinion that this Convention of the American Federation of Labor should go on record in calling attention of Congress to the fact that the federal government by its non-compliance

with building, scaffolding and sanitary ordinances of the different cities throughout the country, has set up a serious menace to the lives of workmen employed in the erection of buildings and to the health and well being of the community in general.

The government buildings of the United States are erected on what is claimed to be a reservation, removed from exercise of local authority by municipal ordinance. We believe the government should be as amenable as an individual and while our central bodies have from time to time called attention to the non-conformity of the United States with the local or municipal ordinances as applied to the erection of buildings and the installation of modern appliances they have met with absolutely no redress and your committee feel it incumbent upon them to ask this convention to support the building tradesmen in insisting on an observance of all building and sanitary state and municipal measures by the United States government.

Your committee further desires to draw your attention to the necessity of enacting measures by Congress looking to the preservation of life and limb of men employed in the erection and repair of bridges and viaducts, and to this end your committee solicits the approval of this convention.

Your committee is of the opinion that if the suggestions contained in this report be carried out that it will be the means of bringing the building trades closer together, adjusting grievances, preserving harmony and strengthening and consolidating the entire labor movement of the country under the banner of the American Federation of Labor.

Respectfully submitted,

WM. J. SPENCER, Chairman,

FRED KNEELAND,

J. F. GRIMES,

FRANK BUCHANAN,

THOS. J. LYONS,

O. A. TVEITMOE,

HERMAN LILIEN,

Committee on Building Trades.

Delegate Lennon wanted to know if, in case a committee was called before a congressional committee, they had the evidence to prove the allegations made in the committee's report.

Delegate Spencer stated that they had.

Delegate Duncan stated that it would be as difficult to accomplish what the committee's report called for as it would be to amend the Constitution of the Federal Government.

Delegate McGovern said he believed it was an impossibility to accomplish what was desired by the committee's report.

Delegate Kelly requested that he be recorded as voting against the committee's report.

Delegate O'Connell interrupted the consideration of the Building Trades report at this time to report that Delegate Lee M. Hart had a report to make.

Delegate Hart, in a very agreeable speech, presented to Fraternal Delegates Mullin and O'Grady of Great Britain union-made gold watches suitably inscribed, and to Fraternal Delegate Simpson of the Dominion of Canada a diamond ring.

The fraternal delegates made fitting responses and thanked the delegates for their expressions of good will.

Delegate Spencer moved that the report of the committee as amended be adopted.

The motion was carried.

Delegate Hirsch reported that he was unable to get the members of the special committee to meet with the printing firms.

Delegate Lennon moved that Delegate Hirsch be empowered to add such other delegates as he may deem necessary to meet with the firms.

The motion was adopted.

Delegate Macarthur, for the Committee on Executive Council's Report, resumed as follows:

We would express our profound appreciation of the dangers arising from jurisdiction disputes, as pointed out by the Executive Council and by other officials of the American Federation of Labor. After a most careful, disinterested and conscientious study of the various questions in controversy between certain affiliated organizations, we have been forced to the conclusion that the dangers now threatening the solidarity and efficiency of the labor movement arise from two general causes, namely, a lack of proper respect for the decisions of the Convention and a desire for the enlargement of jurisdiction for the sake of the power thus secured and with more or less disregard for the rights of the members over whom jurisdiction is extended or sought to be extended.

We submit that these causes are without justification, either in principle or expediency. We do not suggest that the Convention of the American Federation of Labor is infallible, but we do hold that the Convention is entitled to credit for an honest and intelligent regard for the best interests of the entire membership, and, consequently, that its decisions are entitled to the respect even of those who may deem such decisions opposed to their own personal and immediate interests. If the American Federation of Labor is to continue rendering service to the workers of the country at large there must be a general return to the principle of individual and local conformity with the requirements of the labor movement as a whole, and in other words, with the will of the majority.

Upon the question of jurisdiction, we respectfully and candidly submit our belief in the immediate necessity of making pause in the course now being pursued in certain instances—a course which, originating some few years ago, has gathered momentum with the passing of time, and which, unless promptly and strongly checked, is certain to involve us in disaster.

It is quite apparent that the heat engendered by the jurisdiction disputes has

largely incapacitated the parties directly concerned from dispassionate judgment upon the equities involved in the respective cases. In this view the most urgent need of the moment is opportunity and disposition for reflection.

The experience of this committee throughout the hearings afforded the representatives of the contending organizations is indicative of a frame of mind on the part of the latter which is completely absorbed with the merits of their respective contentions, to the entire exclusion of the considerations presented by the opposing parties in each case. We are convinced that there is merit upon both sides in the greater number of these disputes. This fact, which, if mutually recognized, would make adjudication a comparatively easy matter, has, because of the absence of mutual regard for the merits of the case, aggravated the difficulties of the situation and lessened the hopes of mutual satisfaction with, and mutual conformity to, any decision which may be rendered.

In a word, many of the jurisdiction disputes have degenerated into mere quarrels, presenting a spectacle unworthy the dignity of the labor movement and the character of reasoning men. In these circumstances the obvious suggestion is that all parties involved shall cease their contentions, at least for a period sufficient to enable them to regain their reason.

At this point we would cite the language of the Executive Council's report concerning the facts of the existing situation, as follows:—

"Many of the unions appear to be more engrossed in the problem of securing new adherents from unions already existing, or to extend the work of their members at the expense of other organizations than they are in resisting the aggressions of employers, or securing higher wages, shorter hours, and better conditions of work."

The investigations of the committee amply attest the correctness of the foregoing statement. Quoting further from the report, we submit the following, as suggesting the spirit in which alone the existing difficulties may be met and removed:—

"It must be realized, however, by all, that the questions of jurisdiction cannot be definitely or authoritatively settled by the American Federation of Labor alone, but that the success of the unions in solving these difficult problems must depend upon their own reasonableness and upon their willingness to make mutual concessions and sacrifices for the good of the whole labor movement."

The fact is that the various grievances of certain affiliated organizations will, unless the spirit invoked in the language just cited intervenes for their removal, become a grievance of the whole labor movement against the contending parties. Should the latter condition eventuate, the American Federation of Labor will be compelled in self-defense to take issue against those who by their irrational and refractory course obstruct its work and jeopardize its existence.

We dislike to address the Convention in the vein of exhortation; we would prefer the more agreeable and dignified attitude of congratulation upon the harmony and unity prevailing within our ranks. But the simple truth of the situation precludes the latter course and makes the

former imperative. In circumstances like the present, absolute candor is the highest, and, indeed, the only virtue.

We reiterate our own and the Executive Council's expressions of the gravity of these circumstances. We appeal to all parties directly concerned in the disputes in question to sink, where they cannot adjust, local and trade differences. We invoke the calm and discriminating judgment of the delegates and their constituents as our ultimate resort and final safeguard in this emergency. We urge that every loyal and intelligent trade unionist shall turn from petty internecine strife to the end that we may conserve and concentrate our forces—the forces of a united labor movement for the purpose of common defence.

Let it not be said that the spirit of trade unionism, which has so nobly triumphed over the hardships of adversity, is too weak or too selfish to withstand the temptations of prosperity!

By way of giving direction to the sentiment herein expressed, we offer the following rules for the guidance of the organizations involved in jurisdiction disputes:—

1.—Except in the case of those disputes satisfactorily adjusted by this Convention, by mutual agreement or by other means, organizations now in disagreement upon questions of jurisdiction shall permit the disputed points to rest in abeyance for the period of one year.

2.—During this period organizations shall be permitted to retain and exercise jurisdiction so far as the same is now actually established, certificates of membership to be regarded as prima facie evidence of jurisdiction.

3.—During this period men and women holding certificates of membership in two or more organizations, shall, should the question of jurisdiction over such men and women be raised by either or any organization, be required and permitted to individually choose the organization to which they prefer to acknowledge allegiance. Having so chosen, such men and women shall be conceded to the jurisdiction of the organization or organizations to which they have respectively tendered their allegiance.

4.—During this period the respective organizations shall continue the work of organization among non-unionists and shall have and exercise jurisdiction over those thus organized without let or hindrance from any source.

Delegate Agard said the report in no way prevented the adjudicating of grievances now being considered by this convention.

Delegate Duncan suggested that this particular part of their report be withdrawn temporarily by the committee.

Delegate Macarthur said the committee were willing to withdraw that part of their report and not present it again.

Delegate McMahon moved that this part of the report of the committee be laid over until after a decision had been reached on the questions now pending.

Delegate W. D. Wilson opposed deferring the report.

Delegate Bohnen was opposed to the committee's report. He held that its adoption would intensify the feeling now existing between organizations.

Delegate Barter said he was in favor of the report of the committee.

Delegate Ward said he would not object to deferring action providing it was deferred to a special hour.

Delegate Kemper opposed the adoption of the committee's report.

The motion to defer action was adopted.

## BREWERY WORKERS, ENGINEERS, FIREMEN.

We recommend that the Cincinnati agreement be affirmed, that all parties concerned be instructed to abide by the terms thereof and that failure in this respect shall work the revocation of the charter of the organization or organizations so failing.

With reference to the statement in the report that "the officers of the United Brewery Workers' International Union called a special convention of that organization with the evident design of defeating the purpose of both the New Orleans Convention resolution as well as the agreement," we find that the evidence disproves that statement, and we therefore absolve the officers of the organization named from the charge of bad faith therein contained. (Resolution No. 265, by E. J. O'Neill and G. Fosdick, of the Incorporated Assembly, of Denver, Colo., is covered by the foregoing.)

Delegate Macarthur moved concurrence in the report of the committee.

Delegate Kemper moved that Resolution No. 242 be substituted for the committee's report.

The chair declared the motion out of order.

Delegate Barnes favored the report of the committee.

Delegate Agard explained the report.

Delegate Ward spoke on the question.

By unanimous consent the following resolution was introduced:

Resolution No. 292.—By Delegate Frank Duffy, of the United Brotherhood of Carpenters and Joiners of America:

WHEREAS, The firms known as the S. Howes Co., Huntley Mnf'g Co., and the Invincible Grain Cleaning Co. of Silver Creek, N. Y., have stubbornly and persistently fought organized labor in that city for the past two years and have locked out their employees, because they were members of organized labor; and,

WHEREAS, Said firms absolutely refused to recognize trade unionists, to arbitrate their differences, or to give them a hearing; and

WHEREAS, Said firms have used all

means at their command to stamp trade unionism out of existence altogether in Silver Creek; therefore be it

RESOLVED, that this, the twenty-third annual Convention of the American Federation of Labor, place said firms on the unfair list until such time as they recognize

trade unions and the right of the workers to organize.

Referred to Boycott Committee.

The convention then adjourned until 2 P. M.

## ELEVENTH DAY—Afternoon Session.

The convention was called to order by President Gompers at 2 o'clock.

Absentees: Barry (J. L.), Deason, Love-ly, Martindale, Carey (J. F.), Buchanan, Reidy, Chuck, Grossman, Callahan, Vollmer, Powell (W. O.), Buckley, Hoke, Boyle, Lowe, Call, Schmidt, Scaife, Weber, Fitzgibbon, Winn (Peter), Dix, McKnight, Ramsay, Frazer, Cornish, Kelley (Phillip), Lincoln, Powell (George), Angel, Curley (J. F.), Neary, Ferguson, Murphy, Bridwell, Markey (H. A.), Thomas, Fossberg, Hitchcock (W. H.), Graney, Woods, Sinclair, Donovan (Jeremiah), Mahoney (D. D.), Curtis, Keene, Sarman, Duffy (O. H.), Henry (Frank), Jones (W. D.), Davis, Largay, Hinchey, Lawler, Hulse, Holloway, Dodd, Clark (E. R.), Powell, Lehner, Kuhn, Tyson, Hitchcock (Henry), Harskowitz, Moore, (J. J.), Brayer, Barnett, Henderson (W. F.), Gosline, Paterson, Swift, Burton, Lynch (C. P.), Dinneen, Hodges, Reed (W. A.), Cannon, Turnt, Gilpin, Butler, Faulkerson, Cooper (J. A.), Schmatterlee, Studd, Marsh, Page, Tussiny, Gascoyne, Madden, Kidd (W. C.), Graham (E. J.), Morlin, Anderson, Field Doran, Walsh (Edw.), McArdle, Tobin (P. F.), Brady, Hannahan, Murrell, Feehan, Creamer, Francis, Fieldstack, Donnelly (J. B.), Miles, McLeod, King, Turner, Hapgood, Mills, Roderick, Kelley (James), Dillen, Bowler, Ludwig, Sodekson, Hillard, Timilty, Cooper (Wm.), Gately, Lederer, Bickler.

On motion the reading of the minutes was dispensed with.

Delegate O'Brien moved that when we adjourn we adjourn to meet again at 7.30 this evening.

Delegate Bohnen wanted to know when we would adjourn if we held an evening session.

Delegate O'Neill opposed the motion to hold an evening session.

Delegate Kemper said that the delegates came here to attend the convention and they should not allow anything to interfere with their attendance.

Delegate O'Brien's motion that we meet at 7.30 this evening was adopted.

Discussion of the controversy over jurisdiction between the Brewery Workers and

the Engineers and Firemen was then resumed.

Delegate Kemper wanted to know if it was the intention of the committee to make the agreement made at Cincinnati permanent.

Delegate Agard said that was the intention of the committee's report.

Delegate Kemper spoke at great length in opposition to the committee's report.

Delegate Healey spoke at considerable length favoring the report of the committee.

Delegate Barnes moved that discussion of the committee's report be deferred and that we proceed to discuss Resolution No. 242.

Delegate Macarthur stated that the only resolution on the subject presented to the Committee on Executive Council's Report was Resolution No. 265.

The chair ruled the motion made by Delegate Barnes out of order.

Delegate McMahon made a strong argument in favor of the acceptance of the committee's report.

Delegate Shamp spoke in favor of the committee's report.

Delegate Ward opposed the adoption of the committee's report.

Delegate Holland spoke in favor of the report of the committee.

Delegate O'Connell spoke upon the report covering the Cincinnati agreement.

Delegate McKee favored the report of the committee.

The previous question was called for. Agreed to.

By a vote of 161 in favor to 52 against the report of the committee was adopted.

Demand was made for a roll call.

Agreed to.

The convention adjourned to meet at 7.30 this evening.

## ELEVENTH DAY—Evening Session.

The convention was called to order by President Gompers at 7.30 p. m.

**Absentees:** Barry (J. L.), McNeill, Malloy, Lovely, Martindale, Hank, Butterworth, Buchanan, Jackson, Gengenback, Reidy, Burns, Glass, White (Henry), Chuck, Towey, Cutter, Lillen, Callahan, Scott (M. P.), Vollmer, Powell (W. O.), Buckley, Hoke, Roach (John), Wilson (J. T.), Boyle, Lowe, Corlin, Schmidt, Kelley (W. J.), Scaife, Weber, Fitzgibbon, Bahlhorn, Winn (Peter), Dole, Murray, Rooney, Van Fossen, Scott (J. A.), O'Hare, Dix, McKnight, Ramsay, Winslow (C. J.), Cornish, Ross, Kelley (Philip), Lincoln, O'Donnell, Powell (George), Carr, Angel, Hunter, Curley (J. F.), Beals, Mahoney (P.), Neary, Leonard, Healey (B. F.), Ferguson, Murphy (P. J.), Bridwell, Cummings (W. P.), Hirsch, Thomas (G. E.), Daley, Kelley (J. W.), Hunt, Scully (D. J.), Fossberg, Collins (T. J.), Hitchcock (W. H.), Fosdick, Grane, Woods, Sinclair, Flanagan, Townsell, Donovan (J.), Mahoney (D. D.), Curtis, Keene, Sarman, Duffy (O. H.), Maloney (R. S.), Stuart, Barret (John), Henry (Frank), Jones (W. D.), O'Keefe, Davis, Welch (Patrick), Porter, Largay, Hinchey, Lawler, Hulse, Ryall, Kane, Holloway, Dodd, McArthur, Clark (E. R.), Cowell, Henderson (W. D.), Dolan, Savage, Lehner, Kuhn, Tyson, Hitchcock (Henry), Harskowitz, Moore (J. J.), Brayer, Barnett, Henderson (W. F.), Winn (I. G.), Gosline, Paterson, Burton, Lynch (C. P.), Dinneen, Hodges, Reed (W. A.), Cannon, Turnt, Gilpin, Butler, Faulkerson, Cooper, Schmatterlee, Studd, Marsh, Page, Tussiny, McLaughlin (P.), Gascoyne, Madden, Kidd (W. C.), Graham, Morlin, Anderson, Field, Doran, Walsh (Richard), McArdle, Tobin (P. F.), Brady, Hannahan, Murrell, Feehan, Creamer (Francis), Fieldstack, Donnelly (J. B.), Miles, McLeod, King, Turner, Hapgood, Mills, Roderick, Kelley (James), Dillon, Wingeter, Bowler, Derrigan, Ludwig, Hilliard, Timilty (J. F.), Cooper (Wm.), Deigle, Niemshesky, Gately, White (J. O.), Freeman, Smith (Wm.), Bolger, Scott (Timothy), Lederer, Murphy (L. E.).

On motion the reading of the minutes was dispensed with.

The secretary read the following communications:

San Francisco, Cal., Nov. 20, 1903.

Hon. Sam. Gompers, Boston, Mass:

To the honorable, the officers and members of the Convention of the American Federation of Labor, greeting: The Building Trades Council of San Francisco by unanimous vote respectfully urges and cor-

dially and heartily requests that the next convention of the American Federation of Labor be held in this city.

P. H. McCARTY,  
President.

A. E. Goell, Acting Secy.

Boston, Mass., Nov. 19, 1903.

Mr. Frank Morrison, Secretary of American Federation of Labor:

Dear Sir: At the regular meeting of Branch 34, N. A. L. C., held at the American House Wednesday evening, November 18, it was voted to extend the greetings of the Letter Carriers of Boston to the American Federation of Labor in convention assembled in Faneuil Hall.

Fraternally,

J. D. HOLLAND, President.

Geo. M. Stiles, Secretary.

The roll was then called on the motion to concur in the report of the Committee on Executive Council's Report and resulted as follows:

Ayes—Mulholland, Devlin, Utting, Noschang, Deason, Murphy (P. F.), Slocum, Kerr, Cummins (P. H.), McMahon, McNeill, Flynn, Fox, Malloy, Looney, Barrett (R. D.), Dougherty, Tobin (J. F.), Lovely, Buchanan, Winslow (C. W.), McGovern, Jennings, Duffy (Frank), Duffy (P. F.), Grimes, Fyfe, Jackson, McPherson, Henry (J. S.), Gengenback, Tveitmo, Gompers, Tracy, Wood, O'Brien (J. R.), Morris (Max), Robinson, Devine, Loebenberg, Cable, Hughes (A. C.), Sherman (H. W.), Nelson, Estinghausen, Burns, Taylor, McMahon (P.), Glass, Monaghan, Healy (Timothy), Shamp, Kirley (John), Larkin, Curran, White (Henry), Kaufman, Altman, Chuck, Rickert, Grossman, Hayes (D. A.), Agard, Cunliffe, Morris (J. J.), Duncan, Lyons, O'Brien (W. J.), Hatters delegation, 56 votes, Quinlivan, Lally, Callahan, Scott (M. P.), Hobby, Gunter, O'Connor (E. C.), O'Connell (James), Creamer (J. J.), Warner, Ireland, Hammerstrom, Drinkwater, Donnelly (M.), Call, Schmidt, Eichelberger, Metal Polishers' delegation, Sheet Metal Workers' delegation, Painters' delegation, Paper Makers' delegation, Wilson (James), Plumbers' delegation, Potters' delegation, Printing Pressmen's delegation, Richmond, Street Railway Employees' delegation, Edwards (T. J.), Seamen's delegation, Keyes, Ross, Kelly (Phillip), Hart, Williams (G. W.), Schwab, Tailors' delegation, Teamsters' delegation, Textile Workers' delegation, Franke, McDonough, Morrison (Frank), Woodworkers' delegation, Hughes (T. L.), Perkins (E. A.), Fildew, McLaughlin (C. J.), Poplowsky, Gurr, Casey (Louis),

Markey (H. A.), Driscoll, Coleman, Morrison (A. W.), Schardt, Elmer, Irvin, Scollin, Fuller, Jones (David), Keark, Kenney, Parker (Mrs. N. D.), Gurley, Smith (J. T.), Coker, Brandon, Barrett (John), Powell (P. J.), O'Leary, Browning, Ainey, Wulf, Clancy, Feltus, Edwards (J. B.), Holland, Nightingale, Donovan (M.), McKee, Neal, Bowen, Ferry, Harris, Burman, Myler, Cowell, Dewar, Debarrey, Connor, Doll, Muldoon, O'Connell (M. J.), Sabel, Harney, Payne, Scully (Kosa), Cardiff, White (Wm.), Pacelli, Borden, Swift, Lynch (C. P.), Collins (M. D.), Mallory, Whiteman, Bankow, Borden, Caldwell, Borden, Bowler, Coyle, Borden, Sodekson, Russel, Downing (J. P.), Stanner, Bickler, representing 7,922 votes.

Nays—Schaefer, Martindale, Carey (J. F.), Brewery Workers' delegation, Wheeler (F. C.), Slayton, Bohnen, Barnes, Hatters' delegation 29 votes, Hod Carriers and Building Laborers' delegation, Iron and Steel Workers' delegation, Huber, Longshoremen's delegation, Sherman (C. O.), Kness, Mine Workers' delegation, Wasley, Iron Molders' delegation, Musicians' delegation, Quick, Tanquary, Fischer (Henry), Lynch (James M.), Garrett, Hayes (M. S.), Nuernberger, Williams (D. U.), White (J. P.), McHugh, Leonard Casey (J. J.), Sullivan (G. B.), Currie, Hirsch, Spittal, Simons, Campbell, Moore (Thomas), Ford, Laplant, McKelgue, Finn, Sheehan, Gottlob, Ballard, Tully, Whitney, Kref, Swartz, Hatch, Thompson, Arvidson, Broderick, Zaring, Vincens, Dale, Lavin, Hoehn, Dervin, Bechtold, Buthe, Timilty, Zimmerman, Darcy, representing 5,169 votes.

By a vote of 7,922 in favor to 5,169 against the motion was adopted.

Delegate Lewis, for the Committee on Grievances, submitted the following:

We, your committee, report the following for your consideration:

Resolution No. 7.—By Delegate John Keyes of Shipwrights, Joiners and Calkers: WHEREAS, The Central Labor Council of Ogdensburg, N. Y., has refused to seat delegates from Local No. 54 of the National Union of Shipwright Joiners and Calkers of America, notwithstanding the advice of Secretary Morrison of the American Federation of America that the delegate be seated; therefore be it

RESOLVED, That the Executive Board of the American Federation of Labor demand that the delegates be seated or otherwise cancel the charter of the Central Labor Council of Ogdensburg, N. Y.

Committee on Grievances recommends that this resolution be referred to the Executive Council.

Report of committee concurred in.

Resolution No. 8.—By Delegate John Keyes of Shipwright Joiners and Calkers:

WHEREAS, The Executive Board of the United Brotherhood of Carpenters and Joiners of America have chartered locals of Shipwright Joiners known as Local No. 1139 of Jeffersonville, Ind., and Local No. 1172 of New London, Conn., respectively, knowing full well that there existed a national union of shipwrights of their own trade; and

WHEREAS, The issuing of said charter is not in conformity with the constitution of the American Federation of Labor; be it RESOLVED, That the Executive Board of the United Brotherhood's attention be directed to the above fact by the Executive Board of the American Federation of Labor and that the above named locals be directed to apply for and receive a charter from the National Union of Shipwrights, Joiners and Calkers of America.

Committee on Grievances recommends that this resolution be referred to the Executive Council for final action.

Report of committee concurred in.

Resolution No. 164.—By Delegates Downing and Dutle, Metal Polishers, Buffers, Platers and Brass Workers' International Union:

WHEREAS, Our International Union, through its delegates to the twenty-second annual Convention of the American Federation of Labor, held at New Orleans, entered a protest against the Iron Molders International Union of North America to the arbitrary methods towards brass molders affiliated with our organization, and requested by the American Federation of Labor to use its good offices to prevent said organization of the Iron Molders' Union from continuing its practice of interfering with brass molders from joining our international body; and

WHEREAS, The Convention of the American Federation of Labor referred said dispute back to both international unions for settlement; and

WHEREAS, After a meeting of representatives of the two international unions no satisfactory agreement could be reached; therefore be it

RESOLVED, That we, the delegates of the Metal Polishers and Brass Workers' International Union, kindly request this Convention to again take this matter up for immediate adjustment.

Committee on Grievances recommends that the Iron Molders' Union be given jurisdiction over Brass Moulders.

Delegate Dutle spoke against committee report.

Delegate Vincens favored the report.

Delegate Valentine favored the committee's report.

Delegate Downing opposed the report of the committee.

Delegate Lewis stated that the committee was unanimous in all of their decisions.

Delegate Frye favored the report of the committee.

Delegate Bradley also favored the report of the committee.

Delegate Dutle said the Brass Moulders never organized seceders.

The report of the committee was adopted.

Resolution No. 145.—By Delegate John R. Donnelly of Federal Union No. 9105:

WHEREAS, The Brockton Labor Protective Union, No. 9105, is a duly authorized

labor organization of the American Federation of Labor; and

WHEREAS, The practice of the Street Railway Union in taking into their organization laborers who are employed by the railway company or other employers; and

WHEREAS, We contend that all laborers whether employed by the railway company or other employers should apply for membership in the Laborers' Union;

RESOLVED, By the American Federation of Labor that no other organization shall receive the applications of laborers whether employed by street railway companies or other employers.

Committee on Grievances recommends that no action be taken on this resolution, as the subject matter is referred to the Executive Boards of two organizations by mutual consent for adjustment.

Report of committee concurred in.

Resolution No. 11.—By Delegate Herman G. Vollmer, International Jewelry Workers of America:

WHEREAS, The Watch Case Engravers are placing their label on non-union watch cases, and the same are sold as union product, we do hereby present this grievance to your committee for adjustment.

Committee on Grievances recommends that the resolution be referred to the Executive Council for final action.

Report of committee concurred in.

Resolution No. 12.—By Delegate John Keyes of National Shipwrights and Caulkers:

WHEREAS, At the 22d annual convention held at New Orleans, November, 1902, the Committee on Resolutions, dealing with resolution 151 of the proceedings, recommended that the Shipwrights, Joiners and Caulkers of America and the United Brotherhood of Carpenters and Joiners of America arrange for the exchange of cards; and

WHEREAS, The Executive Board of the U. B. have since refused to comply with said recommendation, thereby acting in direct opposition to the principles and objects of the American Federation of Labor, and furthermore, that the Executive Board of the U. B. have sanctioned and upheld the action of Local 155 of the U. B., situated at Key West, Fla., when the members of said locals did in the spring of the present year go into the shipyard at Key West, Fla., and offer their services at 50 cents per day less wages than the shipwrights were then receiving, thereby undermining the shipwrights and reducing the rate of wages that the shipwrights were then receiving, and reducing the rate of wages in the district; therefore be it

RESOLVED, That the delegates to the twenty-third annual convention assembled place upon record their disapproval of the unfraternal principles displayed by the Executive Board of the U. B.; and furthermore be it

RESOLVED, That this convention denounce in unmistakable terms the vile methods pursued by Local 155 of the United Brotherhood of Carpenters and Joiners of America.

Committee on Grievances recommends that no action be taken as the Executive Boards of the organizations interested have agreed to take the matter up and have it adjusted.

Report of the committee concurred in.

Resolution No. 24.—By Delegate Aug. Buthe of Granitold and Cement Concrete Workers' Union No. 8172:

WHEREAS, We, the Granitold and Cement Concrete Workers' Union No. 8172 of St. Louis and vicinity, have been affiliated with the American Federation of Labor since the date of our organization, which was March 1, 1900; and

WHEREAS, Even since the formation of our Union our work has been classified as the following: all granitold work, all cement concrete work, all concreting for fire-proofing and illuminating tile work, except footing under masonry work; and

WHEREAS, There is in the city of St. Louis, Mo., an organization known as the Stone Masons' Laborers' Union chartered by the State of Missouri and belonging to the Local Building Trades Council, and irrespective of the appended agreement with the said Building Trades Council, the said Stone Masons' Laborers' Union continue from time to time, with full sanction of the Building Trades Council to infringe upon our work, as heretofore classified, which will in plain words eventually mean the disruption of our Union; and

WHEREAS, On three different occasions, we have been refused admission to membership of the Building Trades Council; and

WHEREAS, Considering the fact that the vast majority of the Local Unions belonging to this Building Trades Council, their national and international unions are affiliated with the American Federation of Labor; therefore be it

RESOLVED, That this convention in session does instruct the Secretary of the American Federation of Labor to notify the General Officers of the Brotherhood of Painters and Decorators, Brotherhood of Carpenters and Joiners and the other National unions whose locals are affiliated with this above mentioned Building Trades Council, that unless the above mentioned agreement is entered into between the Granitold and Cement Concrete Workers' Union No. 8172 and the Local Building Trades Council is lived up to and has become a fact, within sixty (60) days after this Convention, then the Executive Board of the American Federation of Labor, if it is proven to their satisfaction that said agreement is being violated, it shall be deemed sufficient cause for the revocation of the charters of all the national and international unions whose locals belong to the Building Trades Council of St. Louis, Missouri.

Committee on Grievances reports unfavorably.

Motion made that the report of the committee be concurred in.

Delegate Buthe opposed the report of the committee.

Delegate Dubarry said he could not understand the committee's report.

Delegate Lockman said these men should get into the Hod Carriers' Union.

The report of the committee was adopted.

Delegate Lennon moved that the Executive Council be instructed to investigate this matter and make such adjustment as may be necessary.

Adopted.

Resolution No. 25.—By Delegate Arg. Buthe of the Granitoid and Cement Concrete Workers' Union No. 8172:

WHEREAS, We, the Granitoid and Cement Concrete Workers' Union No. 8172 of St. Louis and vicinity have been affiliated with the American Federation of Labor since the date of our organization, which was March 1, 1900; and

WHEREAS, Ever since the formation of our union our work has been classified as the following: all granitoid work, all cement concrete work, all concreting for fireproofing and illuminating tile work, except footing under masonry work; and

WHEREAS, There was chartered in April, 1903, by the American Federation of Labor, an organization known as the International Hod Carriers' and Building Laborers' Union, and with a classification of work which encroaches to a great extent upon ours; now, therefore, be it

RESOLVED, That the above-mentioned Hod Carriers' and Building Laborers' Union be compelled to change its constitution, so as not to conflict with ours, and the same to become a law at a date not later than ninety (90) days after the sessions of this Convention.

Committee on Grievances reports unfavorably.

Moved that the report of the committee be concurred in.

Delegate Buthe suggested that the resolution be referred to the Executive Council.

The committee accepted the suggestion and the resolution was referred to the Executive Council.

Resolution No. 40.—By Delegate Mack Taylor:

WHEREAS, The work of the organization of the National Brotherhood of Coal Hoisting Engineers has been seriously hampered by the advocacy of trades by industry system of organization on the part of The United Mine Workers of America; and

WHEREAS, Said United Mine Workers of America have endeavored to force the disruption of the National Brotherhood of Coal Hoisting Engineers, by forcing its members into their organization; therefore be it

RESOLVED, That the Convention herein assembled take such steps as they see fit, in accordance with the Constitution of the American Federation of Labor to prevent the encroachments of the United Mine Workers of America upon our organization.

Resolution No. 248.—By Delegate George W. Brandon of Trades and Labor Council of Leavenworth, Kansas:

WHEREAS, The question of jurisdiction has arisen between United Mine Workers' Union of America (Local 1858) and the International Union of Steam Engineers (Local No. 65) of Leavenworth, Kansas; and

WHEREAS, The Trades and Labor Council of that city have seen fit to sustain the engineers in a grievance brought before that body in the form of a resolution by adopting same and asking United Mine Workers to rescind their action, being contrary to the principles and rulings of the American Federation of Labor; therefore be it

RESOLVED, That we petition the American Federation of Labor, in Convention here assembled, to sustain the Trades and Labor Council of Leavenworth, Kansas, in their stand taken against the encroachment of one trade on another.

Resolutions No. 40 and 248.

#### ENGINEERS AND MINE WORKERS.

Your committee recommends that the same be referred to the Executive Council and that they be instructed to confer with the representatives of all parties in interest with the end in view of bringing about an understanding along the lines laid down by the report of the Special Committee on Autonomy as reported and endorsed by the Scranton convention, and appears on page No. 240 of the Scranton Proceedings of the American Federation of Labor.

Delegate Carey was opposed to procrastination in deciding jurisdiction.

Delegate Lewis said there was no procrastination in the recommendation of the committee. They were referring it to the Executive Council to settle on the lines of action of the Scranton convention.

Delegate Duncan said that the trouble could be settled from time to time. The Scranton convention covered autonomy in such a manner that it has not been attacked by any school of thought whatever.

Delegate Warner said he wanted to go on record as opposed to procrastination.

Delegate Wilson said it was the policy of the American Federation of Labor to have organizations go into conference to adjust differences before they were brought into the American Federation of Labor conventions to adjust.

Delegate McMahon said his organization desired a conference with the United Mine Workers to adjust differences between his organization and the Miners.

Delegate Mitchell said he had hoped that the committee's report would have been adopted without discussion, and that the Miners were willing to meet representa-



tives of the Engineers' organization and adjust their differences along the lines laid down in the autonomy decision made at Scranton. He said he was not an advocate of industrial organization. The coal miners were an isolated industry and they could not allow one per cent. of the men to control the mines.

Delegate Brandon said the Labor Council of Leavenworth, Kan., had not brought in a grievance against the United Mine Workers. He said he was not opposed to the report of the committee.

Delegate Mack Taylor opposed the report of the committee, but said he would support it if a time was set to adjust the difference.

Delegate W. O. Wilson said he had made a statement that not one of the organizations had ever made a request for a conference. He said he would stand by his statement.

Delegate McKee stated that a communication was sent to the headquarters of the United Mine Workers at a time when Mr. Wilson was ill and Mr. Lewis was acting for him as secretary of the United Mine Workers.

Delegate Lewis denied that such a communication had been received.

Delegate Mitchell denied that the United Mine Workers had ever thrown an engineer out of work, and stated emphatically that they had secured better conditions for the engineers than they had secured for the miners. He declared that they proposed to keep all contracts made with the mine owners.

The report of the committee was adopted.

Resolution No. 66.—By Delegates Downing and Duple of Metal Polishers' Platers, Buffers and Brass Workers' International Union:

WHEREAS, The members of our union have been prevented from hanging chandeliers by members of the International Brotherhood of Electric Workers and members of the Plumbers, Steam Fitters and Steam Fitters' Helpers' International Union; therefore be it

RESOLVED, That the American Federation of Labor at this convention assembled grant our International Union full jurisdiction over all chandelier workers.

Committee on Grievances recommends that no action be taken, as the Executive Boards of both organizations have agreed to take the matter up for adjustment.

Report of committee concurred in.

Resolution No. 68.—By Delegates Downing and Duple of Metal Polishers, Buffers,

Platers and Brass Workers' International Union:

WHEREAS, It came to our notice that the International Union of Carriage Makers are encroaching upon our jurisdictional rights; and

WHEREAS, Recently they have admitted an organization of Coach Lamp Makers, which rightfully belong to our International Union, chiefly comprising members working on brass products; therefore be it

RESOLVED, That the American Federation of Labor at this convention assembled instructs the Carriage Makers' International Union to turn over said organization of Coach Lamp Makers to our International Union.

Committee on Grievances reports favorably.

Report of committee concurred in.

Delegate O'Brien stated that the Clerks and Teamsters had agreed to arbitrate their differences. That the Clerks had selected John A. Moffitt and the Teamsters had selected W. D. Ryan and both organizations desired President Gompers to appoint the third man.

President Gompers stated that he would not appoint any one unless he was acceptable to both organizations.

President Gompers appointed Delegate Dennis Mulcahy, who was acceptable to both organizations.

Resolution No. 57.—By Delegates Downing and Duple of Metal Polishers, Buffers, Platers and Brass Workers' International Union:

WHEREAS, There exists at present a local union of Beer Pump Workers, No. 8671, attached to the American Federation of Labor, which is practically a brass workers' union; and

WHEREAS, The American Federation of Labor at its last convention did order this union to affiliate with our International Union, which they positively refused to do; and

WHEREAS, Their antagonistic methods have culminated in an endeavor to unseat our delegates in the Brass Workers' Union, at the Essex Trades Council of Newark, N. J., on the claim that our members should be attached to their union; therefore be it

RESOLVED, That the Beer Pump Workers Union No. 8671, in their refusal to join our International Union, as ordered by the American Federation of Labor, have given sufficient cause for the revocation of their charter, and the same is requested immediately by this International Union.

Committee on Grievances reports favorably.

Report of committee concurred in.

Resolution No. 143.—By Delegate J. P. Holland of Central Federated Union, New York:

WHEREAS, In the matter of the Boiler Makers and Iron Ship Builders and Helpers who claim jurisdiction over the Drillers

and Tappers, inasmuch as the claim is made that they infringe upon the Boiler Makers and Iron Ship Builders' Helpers; therefore be it

**RESOLVED**, That the Central Federated Union endorse the claim of the Boiler Makers and Iron Ship Builders' Helpers.

Committee on Grievances recommends that the Drillers and Tappers become members of the Boiler Makers and Iron Ship Builders Jan. 1st, 1904.

Moved that the report of the committee be concurred in.

Delegate White said that the Boiler-makers had refused to issue to them a charter.

Delegate Flynn said the Boilermakers and Ship Builders' International Union had never denied them a charter.

The report of the committee was adopted.

**Resolution No. 96.**—By Delegate W. H. White of Drillers and Tappers, No. 9800:

**WHEREAS**, The Executive Council of the American Federation of Labor have issued a charter to the above local and others in the last few years; and

**WHEREAS**, The Brotherhood of Boiler-makers through their delegate did protest against issuing the same, and this body in the twenty-second annual Convention assembled, did direct that a conference be called to amicably adjust all differences and to equitably define our status as craftsmen;

**WHEREAS**, Said conference was held in the office of the President of the American Federation of Labor, the Brotherhood of Boiler-makers having no equitable proposition to offer; and

**WHEREAS**, Said Executive Council in considering the subject matter brought before them, saw no reason to reverse themselves and did so notify all concerned, through the Secretary of the American Federation of Labor; and

**WHEREAS**, The Brotherhood of Boiler-makers have never recognized said decision of the Executive Council of this body, and have prevented our acceptance by the Marine Trades Council, Port of New York, claiming we were not a legal body; and have had our men in good standing knocked off jobs, on representing our cards were not valid; and allowed men not members of either body to work on same job; and, further, have, since said conference and, we believe, still are, issuing so called Driller and Tapper cards to men with

holder-on and helper ratings; therefore be it **RESOLVED**, That the twenty-third annual session in Convention assembled, do, in no uncertain language, take what action these un-union-like lapses call for.

The Committee on Grievances reports unfavorably on resolution and recommends that Drillers and Tappers' Local Union No. 9800 be affiliated with Boiler Makers not later than Jan. 1st, 1904.

Report of committee concurred in.

**Resolution No. 60.**—By Delegate C. O. Sherman of United Metal Workers:

**WHEREAS**, The Bridge and Structural Iron Workers have been granted a charter of affiliation by the American Federation of Labor, and delegates from that organization seated in this convention; and

**WHEREAS**, This organization is a dual body claiming jurisdiction over the same wage workers that are and have been for years past under the jurisdiction of the United Metal Workers, which organization is fully competent to and always has tried its utmost to organize the Structural Bridge and Iron Workers, but has not been as successful as it would have been if it had not met with great opposition from this up to the present time non-affiliated organization of Bridge and Structural Iron Workers; therefore be it

**RESOLVED**, That the charter granted the Bridge and Structural Iron Workers be revoked, its delegates unseated, and the United Metal Workers in accordance with the charter granted it by the American Federation of Labor be declared the proper organization for Bridge and Structural Iron Workers to affiliate with.

Committee on Grievances reports unfavorably.

Moved that the report of the committee be concurred in.

Delegate C. O. Sherman said that in 1900 the United Metal Workers were organized. He said Delegate Mitchell was present at the convention. They made application for a charter, defining their jurisdiction, and claimed jurisdiction over the Bridge and Structural Iron Workers.

Previous question called for.

Agreed to.

The report of the committee was adopted. The convention then adjourned.

## TWELFTH DAY—Morning Session.

The convention was called to order by President Gompers at 9 o'clock.

**Absentees:** Barry (J. L.), McNeill, Barrett (R. D.), Dougherty, Martindale, Jennings, Cable, Towey, Cotter, Maher, Lillen, Powell (W. O.), Buckley, Hoke, Roach (John), Wilson (J. T.), Kelly (W. J.), Call, Schmidt, Scalfe, Weber, Carey (D. A.), Fitzgibbon, Winn (Peter), Dix, McKnight, Ramsay, Winslow (C. H.), Cornish, Kelly (Philip), Lincoln, O'Donnell, Powell (Geo.), McDonough, Engel, Curley (J. F.), Neary, Hill (A. E.), Ferguson, Murphy (P. J.), Thomas, Daly, Scully (D. J.), Hasselbeck, Fossberg, Collins (T. J.), Irvin, Hitchcock (W. H.), Graney, Woods, Sinclair, Mahoney (D. D.), Laplant, Curtis, Keene, Sarman, Duffy (O. H.), Henry (Frank), Jones (W. D.), O'Keefe, Davis, Largay, Hinchey, Lawler, Hulse, Kane, Holloway, Dodd, McKelvey, Clarke (E. R.), Cowell, Dolan, Harney, Lehner, Kuhn, Tyson, Hitchcock (Henry), Harskowitch, Moore (J. J.), Brayer, Barnett, Henderson (W. F.), Gosline, Paterson, White (Wm.), Burton, Lynch (Wm.), Burton, Lynch (C. P.), Dineen, Hodges, Reed (W. A.), Cannon, Glin, Butler, Faulkerson, Cooper (J. A.), Schmatterlee, Studd, Marsh, Page, Tussiny, Gascoyne, Madden, Kidd (W. C.), Graham, Morlin, Anderson, Field, Doran, Walshe (Richard), McArdle, Tobin (P. F.), Brady, Hannahan, Murrell, Feehan, Creamer (Francis), Fieldstack, Donnelly (J. B.), Miles, McLeod, King, Turner, Hapgood, Mills, Roderick, Keeley (James), Dillon, Bowler, Derrigan, Ludwig, Sodekson, Hillard, Timilty, Cooper (Wm.), Russel, Deigle, Niemchesky, Gately, Freeman, Maloney (R. S.), Smith (Wm.), Downing (J. P.), Bolger, Scott (Timothy), Lederer, Francis.

On motion the reading of the minutes was dispensed with.

The secretary read the following telegrams:

Milwaukee, Wis., Nov. 19, 1903.  
James Sheehan, Faneuil Hall, Boston:  
Wisconsin State Federation of Labor, by order Executive Board, asks next Convention, American Federation of Labor, for Milwaukee. FRED BROCKHAUSEN.  
Milwaukee, Wis., Nov. 19, 1903.

James Sheehan, Faneuil Hall, Boston:  
The Federated Trades Council and its 110 affiliated unions invites the American Federation of Labor to hold the 24th annual Convention in this city.

JOHN REISHENT.

Salt Lake, Utah, Nov. 19, 1903.  
Secretary American Federation of Labor, Boston, Mass.:

We unite in extending the American Fed-

eration of Labor a cordial invitation to hold its next Convention in Salt Lake City.

HEBER M. WELLS,  
Governor of Utah,  
EZRA THOMPSON,  
Mayor Salt Lake City,  
COMMERCIAL CLUB,  
Jos. A. Silva, Vice-Pres.

The following communication was read:

Boston, Mass., Nov. 19, 1903.  
To the Twenty-third annual Convention of the American Federation of Labor, Greeting:

This is to certify that Mr. Kramer, secretary of Local 7, of Boston, Mass., is hereby empowered to fill the place of Delegate Mikol of the United Cloth Hat and Cap Workers of North America, who was compelled to leave Boston and was unable to attend the last days of the Convention. Hoping that all privileges of a delegate will be granted to Mr. Kramer.

Fraternally yours.

MAURICE MIKOL,  
National Secretary, United Cloth Hat and Cap Makers of North America.

On motion M. Kramer was seated as delegate.

Resolution No. 70.—By Delegates J. M. Stephens and C. E. Langlands, of Wood, Wire and Metal Lathers' International Union:

WHEREAS, On the 15th day of January, 1903, in the city of Indianapolis, Ind., at a meeting held in the aforesaid city, between the General Executive Board of the Brotherhood of Carpenters and Joiners of America and the representatives of the Wood, Wire and Metal Lathers' International Union, the following agreement was decided upon:

"Pending the action of their next convention the United Brotherhood of Carpenters and Joiners of America agree not to assert jurisdiction over any iron work, including iron and wire lathing, studding or any other exclusively iron work claimed by Wood, Wire and Metal Lathers' International Union."

"The Wood, Wire and Metal Lathers' International Union agree that they will not assert jurisdiction over or allow their members to perform any wood work, including shingling, wooden arches, door or window frames, wooden studding or furring or any carpenter or wood work except the wooden lath to receive plastic material."

"In accordance with the instructions of the G. E. B. the undersigned herewith communicate this agreement to Local Unions or District Councils where there

have been disputes between the members of both organizations."

WHEREAS, The aforesaid Lathers' International Union has lived strictly in accordance with the terms of this agreement as above written, believing it to be honest and fair, and trusting that the members of the U. B. of C. and J. of America would live in accordance with the terms of an agreement made by their representatives, and further trusting that said officers would take means to make their members obey an agreement fair and impartial to both parties concerned; and

WHEREAS, The aforesaid Brotherhood of Carpenters and Joiners of America has allowed members of the aforesaid organization to violate said agreement with impunity in the city of Chicago by placing metal corner beads in violation of said agreement, in the city of Joliet, where members of said United Brotherhood of Carpenters and Joiners of America have done wood lathing also in violation of said agreement; now therefore be it

RESOLVED, By the American Federation of Labor in convention assembled, that we do disapprove of such action on the part of said United Brotherhood of Carpenters and Joiners of America, and that we do further recommend to the officers of said organization that they make their members cease trespassing upon the granted rights of the Wood, Wire and Metal Lathers' International Union, which the American Federation of Labor pledge themselves to support and protect.

Committee on Grievances recommends no action be taken on this resolution inasmuch as Secretary Duffy stated that the Brotherhood of Carpenters did not claim jurisdiction over Wire Lathers and would have all matters of this character adjusted when the grievance was brought to the attention of the national officers of the Brotherhood of Carpenters.

Delegate Duffy said it was not fair to bring in resolutions of this character until the officers of the International had been consulted.

Delegate Stephens stated that the report of the committee was perfectly satisfactory to the Lathers.

The report of the committee was adopted.

Resolution No. 104.—By Delegate MacPherson, of Carriage and Wagon Workers:

WHEREAS, At the present time a question of jurisdiction exists between the Carriage and Wagon Workers on the one side and the Brotherhood of Painters and Decorators on the other, as to who shall govern the carriage painters; and

WHEREAS, Such questions stir up strife where peace and amity should prevail and in no way tend to build up that solidarity of union labor which we believe it is the ambition of the American Federation of Labor to maintain; and

WHEREAS, It is the opinion of the mover of this resolution and the members of the craft he represents that the only

remedy for such conditions is trades autonomy, in other words, that no trade be allowed to encroach upon the vested rights of any organization to which has been granted a charter by the American Federation of Labor; therefore be it

RESOLVED, That the Carriage and Wagon Workers' International body be granted full and entire jurisdiction over this most ancient craft, which comprises the following branches:

Carriage and Wagon Body Builders and Woodworkers.

Carriage and Wagon Painters.

Carriage Trimmers.

Carriage and Wagon Sign Writers.

Wheel Builders.

Spoke and Hub Makers.

Spring and Axle Makers.

Coach and Carriage Lamp Makers.

Bent Stuff Makers, such as shafts and fellows and all component parts of a carriage and wagon in the rough.

Committee on Grievances recommends that the resolution be non-concurred in and jurisdiction be given to the Painters' Union over painters working in carriage shops.

Moved and seconded that discussion of the subject matter be deferred to give delegate an opportunity to secure papers which he had left at his hotel.

Resolution No. 169.—By Delegate Henry Wulf, Murphysboro Trades Council:

WHEREAS, Repeated attempts have been made by the International Union of United Brewery Workmen of the United States to secure control and exercise jurisdiction over the members of Bottlers' Union, No. 10,222, American Federation of Labor; and

WHEREAS, Bottlers' Union, No. 10,222, American Federation of Labor, is a local trades union affiliated with the American Federation of Labor, and is composed of beer and soda and mineral water bottlers and workers; and

WHEREAS, In the opinion of Bottlers' Union, No. 10,222, American Federation of Labor, it is of vital importance to its existence and the continued prosperity of its members that the claim to jurisdiction over said bottlers' union, made by the International Union of United Brewery Workmen, be denied; and

WHEREAS, A movement to organize a national union of bottlers and workers, regardless of where employed, whether in the beer or soda and mineral water bottlers' line, is now on foot, and

WHEREAS, The success of said movement depends largely upon the upholding by this convention of the rights of Bottlers' Union, No. 10,222, American Federation of Labor; therefore be it

RESOLVED, By the American Federation of Labor, in convention assembled, that the right of both beer and soda and mineral water bottlers and workers to organize and maintain local trades unions of their craft chartered by the American Federation of Labor is recognized; and be it further

RESOLVED, That the claim to jurisdiction over Bottlers' Union, No. 10,222,

American Federation of Labor, made by the International Union of United Brewery Workman, is denied.

Committee on Grievances reports unfavorably and recommends that the International Union of United Brewery Workmen be given jurisdiction over Bottlers' Union, No. 10,222.

Report of committee concurred in.

Resolution No. 117.—By Delegate John Mulholland of the International Association of Allied Metal Mechanics, Boston, Mass., November 12, 1903:

WHEREAS, In September, 1901, just prior to the convention of the Brotherhood of Blacksmiths in Buffalo, N. Y., Mr. R. B. Kerr, general secretary-treasurer of the Brotherhood of Blacksmiths, communicated to me that they were desirous of securing jurisdiction over the drop forgers and hammermen who at that time came under the jurisdiction of the International Association of Allied Metal Mechanics. He said at that time that the question of admitting the blacksmiths' helpers would be discussed at their coming convention, but that there was considerable opposition to admitting them to membership, and wanted to know if the Allied Metal Mechanics would be willing to take in the blacksmiths' helpers if a satisfactory agreement, or arrangement could be made, whereby we would relinquish jurisdiction over the drop forgers and hammermen, and turn them over to the Brotherhood of Blacksmiths; in the event of this being done by us they would make no claim to mechanics known as blacksmiths' helpers. I told him that if he would place this proposition in writing in the proper way, I would place it before our Executive Board, and later to a referendum vote of our entire organization.

After the adjournment of the convention of the Brotherhood of Blacksmiths in Buffalo, we were notified that the entire matter of taking in the blacksmiths' helpers into their organization had been left entirely in the hands of the incoming Executive Board, with full power to act. We immediately took the matter up with the American Federation of Labor to ascertain that if this agreement was entered into between the Brotherhood of Blacksmiths and Allied Metal Mechanics would it be satisfactory to the American Federation of Labor. We were notified by the American Federation of Labor that such an agreement would be satisfactory to the American Federation of Labor, and that they would assist in bringing it about, as the following telegram dated Washington, D. C., October 9, 1901, will show:

"John Mulholland:

"If agreement is made between your organization and Brotherhood of Blacksmiths, I will aid in effort to have helpers join your association.

"(Signed) SAMUEL GOMPERS."

The proposition of the Brotherhood of Blacksmiths whereby we were to relinquish jurisdiction over the drop forgers and hammermen and turn same over to their organization, they in their turn would make no claim to jurisdiction over blacksmiths' helpers and do all in their power to have them affiliate with the Allied Metal Mechanics was accepted by our Executive

Board and later ratified by a referendum vote of our entire organization and our part of the agreement was carried out. We were notified by the Brotherhood of Blacksmiths that this agreement was satisfactory to them, and in proof of this we would refer you to an article in the November issue of their official journal under the title of "Fair Exchange is no Robbery," copies of which were distributed at the American Federation of Labor Convention at Scranton.

After the agreement had been in practical working order for some time, the blacksmiths requested that it be placed in writing and requested that we submit the agreement for their signature. We complied with their request and submitted the original agreement. After some delay we received from them an amended agreement which we agreed to with the exception of the last clause, which read:

"That this agreement shall become operative from the first day of January, 1902, and can only be abrogated upon 60 days' notice upon either side."

This clause we did not consider as fair to our organization, to the blacksmiths, or to the helpers, because of the fact that it would be impossible to organize men who would know only for 60 days under whose jurisdiction they would be. We submitted a substitute to the last clause, which read:

"That should the interest of the two international organizations require a readjustment of jurisdiction at any time the International Executive Boards of the two organizations shall meet for that purpose."

Notwithstanding that our substitute was as fair as could possibly be submitted, Mr. Slocum abruptly broke off all negotiations and gave as his reason that we had refused to sign his agreement (which was not true).

We desire to say that it is our opinion that the president of the Blacksmiths, Mr. Slocum, was desirous of breaking the existing agreement between our organizations as almost immediately he issued a circular letter to his local organizations requesting that they take a referendum vote on the proposition of admitting into membership in the Brotherhood of Blacksmiths mechanics known as blacksmiths' helpers, and this was done without consulting with, or obtaining the consent of the American Federation of Labor, or the consent of the International Association of Allied Metal Mechanics.

We claim that this action on the part of the blacksmiths was unjustifiable inasmuch as no organization has a right to take a referendum vote or whether or not they will absorb another organization, or any part thereof. We are safe in saying that this action on the part of the blacksmiths is unheard of in the labor movement, and if allowed to stand will establish a dangerous precedent. It will not only cause conflicts between international organizations, but will prevent the American Federation of Labor from carrying out the objects for which it was formed. Realizing the seriousness of this question, we immediately appealed to the American Federation of Labor for protection. The matter was dealt with in the report of the Executive Council of the American Federation of Labor to the New Orleans convention. Representatives of the two organizations met in that

city, the blacksmiths contending that no agreement existed because we had failed to sign their agreement. The representative of the Allied Metal Mechanics contended that an agreement was made and we were working in accordance therewith prior to the question even being raised as to the advisability of a signed agreement. Owing to the fact that the question was raised whether or not an agreement had been entered into between our organizations, it was decided to meet at some central point within 60 days after the adjournment of the Convention of the American Federation of Labor, at which meeting a representative of the American Federation of Labor was to be present (preferably President Gompers) to decide whether or not such an agreement existed. President Gompers was unable to serve owing to the pending death of his son and suggested the names of two other men, either one of which was acceptable to us. President O'Connell, of the International Association of Machinists was finally decided upon. The presidents of the Allied Metal Mechanics and the Blacksmiths went before Mr. O'Connell and presented their respective cases, we on our side producing documentary evidence to show that an agreement did exist. Mr. O'Connell in rendering his decision states that there was unquestionably an understanding between the two organizations, but that no agreement was signed.

Mr. O'Connell was not to decide a question of jurisdiction, as he did not allude once in his decision to the drop forgers and hammermen, which we relinquished jurisdiction over in conformity with the agreement. If Mr. O'Connell's decision is to stand we are to lose jurisdiction over the drop forgers and hammermen, which we always had, and also the blacksmiths' helpers.

If this is arbitration, then we have this to say, that this kind of arbitration is objectionable to our organization.

We claim that Mr. O'Connell was to decide the question as to whether or not an agreement was entered into between the Brotherhood of Blacksmiths and the Allied Metal Mechanics and not to decide a question of jurisdiction; and inasmuch as Mr. O'Connell's decision takes from our organization jurisdiction that we had previous to the agreement, with all due respect to Mr. O'Connell, we must ask that his decision be set aside.

There cannot be the slightest doubt but that an agreement was entered into between the Blacksmiths and Allied Metal Mechanics relative to the blacksmiths' helpers, drop forgers and hammermen, and all we ask is that this Convention, instruct the Brotherhood of Blacksmiths to live up to their part of the agreement; but if they do not care to do this, as a matter of right and fairness to us, the drop forgers and hammermen must be returned to our organization; then we will be where we began. Then when the blacksmiths turn over to us the drop forgers and hammermen, we will agree to turn over to the American Federation of Labor all blacksmiths' helpers now in our organization.

The proper solution in our opinion to the question, then, would be for the blacksmiths' helpers to take a referendum vote on the following questions:

First: Whether or not they desire to remain with and affiliated direct with the American Federation of Labor.

Second: Whether or not they desire to re-affiliate with the Allied Metal Mechanics.

Third: Whether or not they want to affiliate with the Brotherhood of Blacksmiths.

Fourth: Whether or not they want to establish a national or international organization of their own, composed of blacksmith helpers.

We claim that this is the only fair solution of this question. Any other method of procedure would be "Taxation without Representation."

We believe that the helper should have a say in his own destiny, and if this question is settled along the lines above suggested when a settlement is reached, it will be lasting, binding and effectual.

It must be borne in mind that the Brotherhood of Blacksmiths acted contrary to trade union law when they took a referendum vote of their organization on whether or not they would admit into membership the helpers, as they were at the time the vote was taken, according to agreement members of another organization affiliated with the American Federation of Labor.

The action of the Council of the American Federation of Labor on this case is as follows:

"Moved, that in the dispute between the Allied Metal Mechanics and the International Brotherhood of Blacksmiths that it is the sense of the Executive Council that it is not within its province to review a decision rendered by an arbitrator when the arbitration has been agreed upon by both parties thereto; but that the Executive Council has the right, when they believe that the evidence submitted to them warrants the conclusion that an injustice may have been done either party to recommend to the next convention of the American Federation of Labor that the case be reopened, and that in this case we do so recommend." Therefore be it

RESOLVED, By the American Federation of Labor in convention assembled that the International Brotherhood of Blacksmiths be and is hereby instructed to act in accordance with the agreement made with the International Association of Metal Mechanics relative to the mechanics above-mentioned without further delay.

Committee on Grievances reports unfavorably.

Moved that the report of the committee be concurred in.

Delegate Mulholland moved that action be deferred until the Committee on Executive Council's Report makes its report.

Delegate Macarthur for the Committee on Executive Council's Report stated that their committee had made a report on the same lines.

Delegate Lennon moved that the secretary of the Committee on Executive Council's Report read that part of his report now.

Adopted.

Delegate Macarthur, for the Committee on Executive Council's Report read the following report:

# **BLACKSMITHS AND ALLIED METAL MECHANICS.**

We recommend that the recommendation of the Executive Council (that the case be reopened) be concurred in; that the condition prevailing prior to September, 1901, be re-established, and that negotiations be opened for the adjustment of any differences that may exist under the latter condition.

Delegate O'Brien stated that the question had been submitted to an arbitrator and he could not understand how the decision of an arbitrator could be set aside.

Delegate Mulholland favored the report of the committee.

Delegate Slocum said it was unfair to bring this question here after it had been decided by an arbitrator.

Delegate Lewis said both parties agreed to arbitrate. A decision had been rendered and it should be final. He said if this convention should go on record as reopening a case which had been decided by an arbitrator you would have at the next convention applications for the reopening of decisions of arbitrators, each party claiming that the decision of the arbitrator was not in accord with the facts submitted.

Delegate O'Connell said the whole matter had been submitted to him and it had been agreed that they would abide by his decision.

Delegate Hirsch wanted the special committee appointed to visit several printing firms to meet him in the ante room immediately.

President Gompers called the attention of the delegates to the fact that the hour for the election of officers for the ensuing year had arrived.

Delegate Higgins was called to the chair.

The chair called for nominations for president.

Delegate Creamer nominated Samuel Gompers for re-election.

Delegate Dubarrey nominated Ernst Kreft of Philadelphia.

Delegate Kneeland second the nomination of Samuel Gompers.

The nominations were then closed.

The vote for president resulted as follows:

For Gompers: Allied Metal Mechanics' Delegation, Barbers' Delegation, Murphy (P. F.), Blacksmiths' Delegation, McMahon (James), Boilermakers' Delegation, Book-

binders' Delegation, Tobin (J. F.), Lovely, Ward, Brick, Tile and Terra Cotta Workers' Delegation, Bridge and Structural Iron Workers' Delegation, Duffy (P. F.), Bohnen, Grimes, Fyfe, McPherson, Henry (J. S.), Fish, Cement Workers' Delegation, Cigar-makers' Delegation, 287 votes; Clerks' Delegation, Krause, Coopers' Delegation, Reidy, Electrical Workers' Delegation, Feeny, Taylor, Steam Engineers' Delegation; Stationary Firemen's Delegation, Larkin, Curran, United Garment Workers' Delegation, Grossman, Glass Bottle Blowers' Delegation, Cunliffe, Morris (J. J.), Granite Cutters' Delegation, Hatters' Delegation, Hod Carriers' and Building Laborers' Delegation, Horseshoers' Delegation, Hotel and Restaurant Employees' and Bartenders' Delegation, Iron and Steel Workers' Delegation, Vollmer, Lathers' Delegation, Laundry Workers' Delegation, Roach (John), Longshoremen's Delegation, Machinists' Delegation, Drinkwater, Maintenance of Way Employees' Delegation, Kelly (W. J.), Meat Cutters' and Butcher Workmen's Delegation, Meat Polishers' Delegation, Sheet Metal Workers' Delegation, United Mine Workers' Delegation, Iron Moulders' Delegation, Musicians' Delegation, Painters' Delegation, Papermakers' Delegation, Wilson (James), Piano and Organ Workers' Delegation, Rooney, Plumbers' Delegation, Hailes, Scott (J. A.), Printing Pressmen's Delegation, Richmond, Street Railway Employees' Delegation, Railroad Telegraphers' Delegation, Edwards (T. J.), Seamen's Delegation, Ross, Stage Employees' Delegation, Williams (G. W.), Schwab, Tailors' Delegation, Teamsters' Delegation, Textile Workers' Delegation, Franke, Tobacco Workers' Delegation, C. Donough, Lynch (J. M.), Garrett, Nuernberger, Morrison (F.), Hunter, Wood Workers' Delegation, Williams (D. U.), Beals, Hughes (T. R.), Perkins, White (J. P.), Eldew, McLaughlin (C. J.), McHugh, Leonard, Poplowsky, Gurr, Casey (J. J.), Sullivan (G. B.), Currie, Casey (Louis), Cummings (W. F.), Hirsch, Spittal, Markey (H. A.), Simmons, Driscoll, Coleman, Hunt, Morrison (A. W.), Elmer, Scollin, Fuller, Fosdick, Jones (David), Clay, Reark, Kenney, Parker (Mrs. N. D.), Trowsnell, Donovan (Jeremiah), Ford, Gurley, Smith (J. T.), Coker, Maloney (R. A.), Branden, Nugent (W. J.), Drake, Barrett (John), Cohen, Powell (P. J.), O'Leary, Alney, Wulf, Clancy, Gottlob, Feltus, Welsh (Patrick), Porter, Edwards (J. E.), Holland, Tully, Nightingale, Donovan (M.), McKee (R. A.), Swartz, Neal, Bowen, Ryall, Kane, Schneider, Broderick, Macarthur, Harris, Burman, Dempsey (D.), Dewar, Henderson (W. D.), Feyder, Connor, Doll, Muldoon, Dale, O'Connell (M. J.), Roche (E. J.), Sabel, Harney, Peetz, Scully (Rosa), Wynn (I. G.), Pacelli, Borden, Swift, Collins (M. D.), Mallory, Dervin, Turnt, Whitman, Bankow, McLaughlin, Morlin, Bechtold, Borden, Gillooley, Buthe, Caldwell, Haskell, Wingerter, Borden, Keenan, Borden, Sodekson, Timilty, Downing (J. P.), Mullee, Stanner, Fallor, Bickler, Darcy, Murphy (L. E.), Bohn, O'Grady, representing 12,449 votes.

For Kreft: Schaerer, Carey (J. F.), Kemper, Zepp, Gaestel, Wheeler (F. C.), Slayton, Jackson, Barnes, Huber, United Metal Workers' Delegation, Van Fossan, Keyes, Hayes (M. S.), Mahoney (P.), Healey

(B. F.), Kelley (J. W.), Scully (D. J.), Reid (J. J.), McKeligue, Stuart, Browning, Sheehan, Ballard, Hatch, Berry, Arvidson, Myler, Vincens, Debarrey, Savadge, Lavin, Hoehn, Zimmerman, Burke, representing 1,236 votes.

The total vote was 13,685, of which Mr. Gompers received 12,449 and Mr. Krefl 1,236.

The chair declared Samuel Gompers re-elected for the ensuing year.

President Gompers then addressed the Convention in part as follows:

Mr. Chairman and Fellow Delegates—May I express my appreciation and gratitude for your renewed expression of confidence in me? It is unnecessary, I take it, for me to make any promise to you of what my course shall be during the coming year. I take it that the course I have pursued in the past ought to stand as a much better guarantee than any promise that I might make to you today, any pledge that I would take or anything that I might coin into words as conveying my judgment.

I can only say this to you—that it shall be my constant course as president of the American Federation of Labor as a union man to give you no cause for regret that you have placed confidence in me. It is true that years are creeping upon me. I am not unmindful of them, but I believe myself to be as qualified to perform service in the cause of labor now as at any time during my whole life.

If time has given me years it has also given me experience and perhaps a little better and riper judgment. I want to give in return to the wage-earners of our country the results and the benefits that those opportunities have given me to acquire that experience and judgment.

My highest purpose is to serve the cause of labor. I have no other aim, I have no other end. I am committed to nothing but the trades union movement.

In my judgment, reached after mature thought and study and consideration, the trades union movement per se, the trades union movement with any and all of its faults, is the movement of the wage-earning class to secure improvement in their condition as wage-earners today, and to secure final emancipation in the time to come.

To me the trades union movement cannot and will not be subordinated to anything on earth. The trades unions and the trades union movement are the formation of the organization of the wage workers of today, and will be far more important in determining the destinies of the people of our country and the world than any other human agency, and believing this, my whole being permeated with that conviction, I can say that all things must, so far as I can help to shape them, be formed to serve the great and noble and high purpose of the trades union movement.

I did not intend to say that which I have said. It was simply in my mind to rise if occasion demanded to thank you, but the language of our chairman in introducing me made it scarcely possible for me to sit down with a simple expression of thanks.

President Gompers' remarks were heartily applauded.

The chair then called for nominations for first vice-president.

Delegate Barter nominated James Duncan, the present incumbent.

Delegate Lee seconded the nomination.

On motion the nominations were closed and the secretary was instructed to cast a vote for Delegate Duncan as the unanimous choice of the convention for first vice-president.

Vice-President Duncan addressed the convention in his inimitable way and thanked the delegates heartily for the sentiment expressed in their unanimous vote.

The chair then called for nominations for second vice-president.

Delegate O'Brien nominated John Mitchell, the present incumbent.

On motion the nominations were closed and the secretary was instructed to cast the unanimous vote of the convention for Mr. Mitchell for second vice-president.

Vice-President Mitchell responded in fitting terms and thanked the delegates for the honor conferred upon him in re-electing him unanimously.

The chair then called for nominations for third vice-president.

Delegate Bradley nominated James O'Connell for re-election.

The nominations were then closed and the secretary was instructed to cast the vote of the delegates for Mr. O'Connell as their unanimous choice for third vice-president.

Vice-President O'Connell acknowledged the compliment conferred upon him and thanked the delegates for their renewed expression of confidence in him.

The chair then called for nominations for the office of fourth vice-president.

Delegate Bahlhorn nominated the present incumbent, Max Morris.

On motion the nominations were closed and the secretary cast the vote of the convention for Mr. Morris.

Vice-President Morris thanked the delegates in a few well chosen words.

The chair then called for nominations for fifth vice-president.

Delegate Keyes nominated Walter MacArthur.

Delegate MacArthur declined.

Delegate Cable nominated the present incumbent, Thos. I. Kidd.

Delegate Bohnen nominated John W. Slayton.



Delegate Wheeler seconded Delegate Slayton's nomination.

The nominations were then closed.

The vote for the fifth vice-president resulted as follows:

For Kidd: Allied Metal Mechanics' delegation, Barbers' delegation, Blacksmiths' delegation, McMahon (James), Boltermakers' delegation, Tobin (J. F.), Lovely, Brewery Workers' delegation, Brick, Tile and Terra Cotta Workers' delegation, Pyre, McPherson, Henry (J. S.), Cement Workers' delegation, Gompers, Tracy, Wood, Clerks' delegation, Cable, Hughes (A. C.), Reidy, Electrical Workers' delegation, Feeney, Steam Engineers' delegation, Stationary Firemen's delegation, Larkin, Curran, White (Henry), Rickert, Grossman, Glass Blowers' delegation, Morris (J. J.), Granite Cutters' delegation, Hatters' delegation, Larsen, Horseshoers' delegation, Hotel and Restaurant Employees and Bartenders' delegation, Iron and Steel Workers' delegation, Vollmer, Lathers' delegation, Laundry Workers' delegation, Huber, Roach (John), Longshoremen's delegation, Machinists' delegation, Drinkwater, Maintenance of Way Employees' delegation, Meat Cutters' and Butcher Workmen's delegation, Metal Polishers' delegation, Sheet Metal Workers' delegation, United Mine Workers' delegation, Iron Moulders' delegation, Musicians' delegation, Bahlhorn, Gliberton, Papermakers' delegation, Wilson (James), Piano and Organ Workers' delegation, Rooney, Halles, Printing Pressmen's delegation, Richmond, Street Railway Employees' delegation, Tanquary, Edwards (T. J.), Seamen's delegation, Keyes, Ross, Hart, Williams (G. W.), Schwab, Tailors' delegation, Teamsters' delegation, Textile Workers' delegation, Franke, Tobacco Workers' delegation, McDonough, Lynch (J. M.), Garrett, Nuernberger, Morrison (Frank), Hunter, Woodworkers' delegation, Lauges (T. L.), Perkins, White (J. P.), McLaughlin (C. J.), Poplowsky, Gurr, Casey (J. J.), Cummings (W. P.), Hirsch, Simmons, Coleman, Elmer, Jones (David), Clay, Reark, Kenney, Parker (Mrs. N. D.), Graney, Donovan (Jeremiah), Ford, Smith (J. T.), Nugent (W. J.), Barrett (John), Cohen, Powell (P. J.), O'Leary, Wulf, Clancy, Gottlob, Feltus, Welsh (P.), Porter, Edwards (J. B.), Holland, Tully, Nightingale, McKee, Bowen, Ryall, Berry, Kane, Schneider, MacArthur, McKelvey, Debarrey, Feyder, Connor (M. J.), Doll, Sabel, Payne, Peetz, Wynn (I. G.), Pacelli, Hoehn, Borden, Swift, Collins (M. D.), Mallory, Whiteman, Borden, Gillooley, McArdle, Buthe, Caldwell, Haskell, Wingerter, Borden, Keenan,

Borden, Timlity, Downing (J. P.), Stanner, Bickler, Darcv. Murphy, Bohm, representing 10,654 votes.

For Slayton: Schaefer, Bookbinders' delegation, Carey (J. F.), Bridge and Structural Iron Workers' delegation, Brotherhood of Carpenters' delegation, Jackson (John), Fish, Barnes, Mikol, Taylor, Kaufman, Altman, Chuck, Cunliffe, United Metal Workers' delegation, Kneeland, Plumbers' delegation, Van Fossan, Quick, Carr, Hayes (M. S.), Williams (D. U.), Mahoney (P.), Fildew, Van Fossan, Quick, Carr, Hayes (M. S.), Williams (D. U.), Mahoney (P.), Fildew, Leonard, Currie, Healey (B. F.), Casey (Louis), Spittal, Markey (H. A.), Kelley (J. W.), Morrison (A. W.), Moore (Thomas), Reid (J. J.), Flanagan, McKelgue, Finn, Maloney (R. S.), Stuart, Drake, Browning, Sheehan, Ainey, Ballard, Donovan (Michael), Kreft, Swartz, Hatch, Neal, Arvidson, Burman, Zaring, Vincens, Dewar, Savadge, Muldoon, Dale, O'Connell (M. J.), Roche (E. J.), Lavin, Scully (Rosa), Bankow, White (J. O.), Faller, Zimmerman, representing 2,677 votes.

The total number of votes was 13,331, of which Mr. Kidd received 10,654 and Mr. Slayton 2,677.

Nominations for sixth vice-president were then called for.

Delegate Ryan nominated D. A. Hayes for re-election.

On motion the nominations closed and the secretary cast the unanimous vote of the delegates for Mr. Hayes.

Vice-President Hayes expressed his appreciation of the confidence of the delegates pledging himself to continue to put forth his best efforts in behalf of the organization.

The chair then called for nominations for the newly created office of seventh vice-president.

Delegate Mitchell nominated D. J. Keefe.

Delegate Frank Duffy nominated James F. Grimes.

Delegate Richmond nominated L. W. Quick.

Delegates J. L. Bahlhorn, Wm. Spencer, D. D. Driscoll and H. Elchelberger were also nominated, but declined.

The convention then took a recess until 2 P. M.

## TWELFTH DAY—Afternoon Session.

The convention was called to order by President Gompers at 2 o'clock.

**Absentees:** Barry (J. L.), McNeill, Martindale, Zepp, Cabel, Feeney, Rickert, Towey, Cotter, Powell (W. O.), Scaffe, Wasley, Fitzgibbon, Scott (J. A.), Dix, McKnight, Winslow (C. H.), Cornish, Lincoln, Powell (George), Engel, Curley (J. F.), Neary, Hill (A. E.), Ferguson, Murphy (P. J.), Ridwell, Thomas, Daly, Hunt, Scully (P. J.), Schardt, Fossberg, Collins (T. J.), Irvin, Scollin, Hitchcock (W. H.), Sinclair, Mahoney (D. D.), Laplant, Curtis, Keane, Sariman, Duffy (O. H.), Brandon, Henry (Frank), Jones (W. D.), O'Keefe, Davis, Largay, Hinchey, Whitney, Lawler, Hulse, Hatch, Ryall, Holloway, Dodd, McKelvey, Clarke (E. R.), Myler, Powell, Dolan, Kuhn, Tyson, Harskowitch, Moore (J. J.), Brayer, Barnett (C. P.), Henderson (W. F.), Gosline, Paterson, Cardiff, White (William), Burton, Lynch (C. P.), Dinneen, Hodges, Mallory, Reed (W. A.), Cannon, Dervin, Gilpin, Butler, Faulkerson, Cooper (J. A.), Schmatterlee, Studd, Marsh, Page, Bankow, Tussing, McLaughlin (P.), Gascoyne, Madden, Kidd (W. C.), Graham, Morlin, Anderson, Field, Doran, Walsh (Richard), Fieldstack, Downey (J. P.), King, Bowler, Gately, Mullee, Stanner, Scott (Timothy), Lederer.

On motion the reading of the minutes was dispensed with.

The roll was then called for the election of seventh vice-president with the following result:

**For Keefe:** Allied Metal Mechanics' delegation, Barbers' delegation, Blacksmiths' delegation, Bollermakers' delegation, 89 votes; Bookbinders' delegation, Lovely, Brewery Workers' delegation, Brick, Tile and Terra Cotta Workers' delegation, Fyfe, McPherson, Clerks' delegation, Feeney, Kaufmann, Glass Bottle Blowers' delegation, Granite Cutters' delegation, Hatters' delegation, Horseshoers' delegation, Hotel and Restaurant Employees and Bartenders' delegation, Iron and Steel Workers' delegation, Longshoremen's delegation, Machinists' delegation, Meat Cutters and Butcher Workmen's delegation, Metal Polishers' delegation, United Mine Workers' delegation, Iron Moulders' delegation, Musicians' delegation, Rooney, Kelley (J. S.), Printing Pressmen's delegation, Street Railway Employees' delegation, Ross, Stage Employees' delegation, Tailors' delegation, Textile Workers' delegation, Tobacco Workers' delegation, McDonough, Typographical Union delegation, Hunter, Woodworkers' delegation, Perkins, White (J. P.), Mc-

Laughlin (C. J.), Hirsh, Elmer, Fosdick, Reark, Parker (Mrs. N. D.), Ford, Finn, Coker, Nugent (W. J.), Cohen, O'Leary, Clancy, Gottlob, Feltus, Welsh (P.), Porter, Bowen, Schneider, Harris, Debarrey, Roche (E. J.), Sabel, Lavin, Peetz, Wynn (I. G.), Mallory, Whiteman, Buthe, Caldwell, Haskell, Wingerter, Timilty, Downing, Stanner, Bickler, representing 8,030 votes.

**For Grimes:** McMahon (James), Bollermakers' delegation, 89 votes; Bridge and Structural Iron Workers' delegation, Carpenters' delegation, Jackson (John), Cement Workers' delegation, Gompers, Tracy, Wood, Electrical Workers' delegation, Taylor, Steam Engineers' delegation, Stationary Firemen's delegation, White (Henry), Altman, Chuck, Rickert, Grossman, Cunliffe, Hod Carriers and Building Laborers' delegation, Vollmer, Langlands, Laundry Workers' delegation, Downey (P. J.), Wheeler (C. D.), Painters' delegation, Paper Makers' delegation, Piano and Organ Workers' delegation, Spencer, Hunt, Halles, Edwards (T. J.), Keyes, Williams (G. W.), Teamsters' delegation, Williams (D. U.), Hughes (T. L.), Fildew, Leonard, Poplowsky, Garr, Casey (J. J.), Sullivan (G. B.), Currie, Casey (Louis), Cummings (W. P.), Spittal, Markey (H. A.), Simmons, Driscoll, Morrison (A. W.), Moore (Thomas), Fuller, Jones (David), Clay, Reid (J. J.), Flanagan, Smith (J. T.), Maloney R. S.), Stuart, Drake, Barrett (John), Alney, Wulf, Edwards (J. B.), Holland, Ballard, Donovan (Michael), Swartz, Thompson, Neal, McKelvey, Burman, Zaring, Dewar, Feyder, Connor, Doll, Savadge, Muldoon, Dale, O'Connell (M. J.), Harney, Payne, Scully (Rosa), Pacelli, Swift, Bankow, Morlin, Borden, Gillooley, Borden, Keenan, Borden, Darcy, representing 4,180 votes.

**For Quick:** Schaerer, Fish, Barnes, Coopers' delegation, Reidy, Curran, Morris (J. J.), Roach (John), Drinkwater, Kurten (H. C.), United Metal Workers' delegation, Van Fossan, Richmond, Railroad Telegraphers' delegation, Seamen's delegation, Mahoney (P.), Kelley (J. W.), McKelgue, Browning, Sheehan, Kreft, Hatch, Arvidson, Macarthur, Vincens, Hoehn, McLaughlin (P.), representing 995 votes.

The total vote was 13,205, of which Mr. Keefe received 8,030, Mr. Grimes 4,180, and Mr. Quick 995.

The chair declared D. J. Keefe elected.

Mr. Keefe made a few brief remarks, thanking the delegates heartily for the honor conferred upon him.

Nominations were then requested for

eighth vice-president, which is also a new office.

Delegate Tveitmoe nominated Wm. Spencer.

Delegate Wilson nominated W. H. Sherman.

Delegate Duncan seconded the nomination of Wm. Spencer.

Delegate Bohnen nominated Thos. McGovern.

Delegate Macarthur seconded the nomination of W. H. Sherman.

Delegate Richmond nominated Dan W. Richmond.

Delegate Whiteman nominated Albert Hibbert.

On motion the nominations were then closed and the roll was called with the following result:

For Spencer: Allied Metal Mechanics' delegation, Barbers' delegation, Boiler-makers' delegation, Tobin (J. F.), Lovely, Buchanan, Duffy (Frank), Duffy (P. F.), Wheeler (F. C.), Grimes, Cement Workers' delegation, Gompers, Casey, Wood, Clerks' delegation, Feeney, Altman, Hayes (D. A.), Cunliffe, Granite Cutters' delegation, Hod Carriers' delegation, Iron and Steel Workers' delegation, Longshoremen's delegation, O'Connell (James), Drinkwater, Maintenance of Way Employees' delegation, Meat Cutters and Butcher Workers' delegation, 127 votes; Kurten, United Mine Workers' delegation, Iron Moulders' delegation, Musicians' delegation, Bahlhorn, Carrick, Gilbertson, Hancock, Piano and Organ Workers' delegation, Plumbers' delegation, Operative Potters' delegation, Higgins, McDonald, Williams (G. W.), Tailors' delegation, Teamsters' delegation, Tobacco Workers' delegation, McDonough, Typographical Union delegation, Williams (D. U.), Hughes (T. L.), White (J. P.), Poplowsky, Gurr, Casey, Spittal, Markey (H. A.), Kelley (J. W.), Morrison (A. W.), Fuller, Fosdick, Clay, Kenney, Drake, Powell (P. J.), Ainey, Feltus, Welsh (P.), Ballard, Swartz, Thompson, Neal, Bowen, Arvidson, Henderson (W. D.), Savadge, O'Connell (M. J.), Sabel, Harney, Payne, Peetz, Wynn, Borden, Turnt, Morlin, Ruthe, Caldwell, Haskell, Wingert, Timilty, Zimmerman, Darcy, Murphy (L. E.), representing 7,945 votes.

For Sherman (H. W.): McMahon (James), Bookbinders' delegation, Kemper, Ward, Brick Tile and Terra Cotta Workers' delegation, Winslow (C. W.), Amalgamated Carpenters' delegation, Henry (J. S.), Coopers' delegation, Reidy, Electrical Workers' delegation, Steam Engineers' delegation, Stationary Firemen's delegation, Curran, White (Henry), Kaufman, Chuck, Rickert, Agard, Horseshoers' delegation, Hotel and Restaurant Employees' delegation, Vollmer, Lathers' delegation, Roach (John), Creamer (J. J.), Warner, Ireland, Hammerstrom, Meat Cutters' and Butcher Workers' delegation, 126 votes; Metal Polishers' delegation, Wheeler (C. D.), United Metal Workers' delegation, Kneeland, Papermakers' delegation, Wilson

(James), Rooney, O'Hare, Street Railway Employees' delegation, Edwards (T. J.), Seamen's delegation, Keyes, Stage Employees' delegation, Schwab, Woodworkers' delegation, Perkins, Sullivan, Healey (B. F.), Simmons, Driscoll, Coleman, Moore, Reark, Reid (J. J.), Flanagan, Townsell, Ford, Gurley, McKelgue, Barrett (John), Gottlob, Holland, Nightingale, Broderick, Macarthur, Harris, Dempsey (D.), Vincens, Doll, Dale, Roche (E. J.), Pacelli, Collins (M. D.), Gillooley, Sodekson, Downing (J. P.), Mullee, representing 3,827 votes.

For McGovern: Schaerer, Carey (J. F.), McGovern, Jennings, Bohnen, Fish, Huber, Downey (P. J.), Mahoney (P.), Donovan (Jeremiah), Finn, Maloney (R. S.), Kreft, Kane, Schneider, Burman, Muldoon, Scully (Rosa), Hoehn, White (J. O.), Bickler, representing 721 votes.

For Richmond: Murphy (P. F.), Blacksmiths' delegation, Gaestel, Slayton, McPherson, Barnes, Grossman, Morris (J. J.), Richmond, Railroad Telegraphers' delegation, Franke, Casey (Louis), Elmer, Woods, Smith (J. T.), Sheehan, Wulf, Tully, Berry, Debarrey, Feyder, Lavin, representing 663 votes.

For Hibbert: Ross, Textile Workers' delegation, McLaughlin (C. J.), O'Leary, Donovan (M.), Connor, Whiteman, representing 180 votes.

The total vote was 13,316, of which Mr. Spencer received 7,945, Mr. Sherman 3,827, Mr. McGovern 721, Mr. Richmond 663, and Mr. Hibbert 180.

The chair declared Wm. Spencer elected.

Mr. Spencer thanked the delegates and pledged himself to do all in his power to merit their confidence.

The chair then called for nominations for treasurer.

Delegate Henry nominated John B. Lennon for re-election.

The nominations were then closed and the secretary was instructed to cast the unanimous vote of the convention for the re-election of Treasurer Lennon.

Treasurer Lennon expressed his thanks, assuring the delegates that he would perform his duties as faithfully in the future as he had in the past.

The chair then called for nominations for secretary.

Delegate Wheeler nominated the present incumbent, Frank Morrison, for re-election.

On motion the nominations closed and the president was directed to cast the unanimous vote of the convention for Secretary Morrison.

Secretary Morrison made a few remarks, thanking the delegates for their evident appreciation of his services.

At the close of his remarks Secretary Morrison was presented with a beautiful

basket of flowers bearing a card with the following inscription:

"With best wishes for your future success. From the Washington True Blues."

The chair then called for nominations for first fraternal delegate to Great Britain.

Delegate Maloney nominated W. D. Ryan.

Delegate Lynch seconded the nomination of Mr. Ryan.

Delegate Henry also seconded Mr. Ryan's nomination.

The nominations then closed and on motion the secretary cast the unanimous vote of the convention for Delegate Ryan.

Mr. Ryan thanked the convention heartily.

The chair then called for nominations for second fraternal delegate to Great Britain.

Delegate Kneeland nominated D. D. Driscoll.

Delegate Murphy nominated Charles Nelson.

Delegate McGovern nominated W. D. Mahon.

The nominations then closed.

The roll call resulted as follows:

For Driscoll: Utting, Schaerer, Barbers' delegation, Murphy (P. F.), McMahon (James), Boilermakers' delegation, 89 votes; Bookbinders' delegation, Tobin (J. F.), Lovely, Ward, Brick Tile and Terra Cotta Workers' delegation, Jennings, Brotherhood of Carpenters' delegation, McPherson, Henry (J. S.), Barnes, Coopers' delegation, Reidy, Glass, Monaghan, Stationary Firemen's delegation, Curran, Altman, Chuck, Grossman, Glass Bottle Blowers' delegation, Morris (J. J.), Horseshoers' delegation, Hotel and Restaurant and Bartenders' delegation, Iron and Steel Workers' delegation, Vollmer, Lathers' delegation, Laundry Workers' delegation, Huber, Roach (John), Drinkwater, Maintenance of Way Employees' delegation, Meat Cutters' and Butcher Workmen's delegation, Downing (P. B.), Wheeler (C. D.), Kurten, Iron Moulders' delegation, Painters' delegation, Papermakers' delegation, Wilson (James), Piano and Organ Workers' delegation, Rooney, Operative Potters' delegation, Printing Pressmen's delegation, Edwards (T. J.), Seamen's delegation, Keyes, Stage Employees' delegation, Williams (G. W.), Schwab, Lennon, Teamsters' delegation, Franke, Carr, McDonough, Engel, Kidd (T. L.), Mulcahy, Gebelein, Williams (D. U.), Hughes (T. L.), Perkins, Mahoney (P.), McLaughlin (C. J.), Gurr, Casey (J. J.), Healey (B. F.), Spittal, Markey (H. A.), Simmons, Driscoll, Kelley (J. W.), Morrison (A. W.), Scully (D. J.), Elmer, Campbell, Clay, Reark, Canney, Flanagan, Gurlay, Smith (J. T.), Finn, Maloney (E. S.), Barret (John), Cohen, Powell (P. J.), O'Leary, Ainey, Wulf, Clancy, Feltus, Largay, Hinchey, Donovan (M.), Swartz, Bowen, Ryall, Kane, Arrivdon, Schneider,

Broderick, Harris, Burman, Vincens, Debarrey, Feyder, Doll, Savadge, Muldoon, O'Connell (M. J.), Sabel, Harney, Scully (Rosa), Wynn (I. G.), Pascelli, Collins (M. D.), Turnt, Gillooley, Buthe, Caldwell, Haskell, Wingerter, Keenan, Coyle, Sodekerson, Timilty, White (J. O.), Downing (J. P.), Lederer, Faller, Zimmerman, Bickler, Darcy, Murphy (L. E.), representing 6,358 votes.

For Nelson: Mulholland, Devlin, Blacksmiths' delegation, Boilermakers' delegation, 89 votes; Buchanan, Winslow (C. W.), Amalgamated Carpenters' delegation, Fish, Cement Workers' delegation, Gompers, Tracy, Wood, Clerks' delegation, Electrical Workers' delegation, Feeny, McMahon (P.), White (Henry), Kaufman, Granite Cutters' delegation, Hod Carriers and Building Laborers' delegation, Longshoremen's delegation, Machinists' delegation, Downey (P. J.), United Metal Workers' delegation, United Mine Workers' delegation, Plumbers' delegation, Richmond, Qualey, Typographical Union delegation, White (J. P.), Poplowsky, Reid (J. J.), Gottlob, Tully, Kreft, Berry, Macarthur, McKelvey, Connor, Roche (E. J.), representing 5,750 votes.

For McMahon: Kemper, Gaestel, McGovern, Rickert, Dutle, Musicians' delegation, Plumbers' delegation, 50 votes; Street Railway Employees' delegation, Railroad Telegraphers' delegation, Textile Workers' delegation, Tobacco Workers' delegation, Braunschweig, Fildew, Moore (Thomas), Jones (David), Graney, Ford, Welsh (Patrick), Borden, representing 1,142 votes.

The total vote was 13,250, of which Mr. Driscoll received 6,358, Mr. Nelson 5,750, and Mr. Mahon 1,142.

As neither of the candidates received a majority of the votes cast a second ballot was necessary.

On the second ballot the name of Mr. Mahon was dropped and the names of Messrs. Driscoll and Nelson were voted on with the following result:

For Driscoll: Utting, Schearer, Barbers' delegation, Murphy (P. F.), McMahon (James), Tobin (J. F.), Lovely, Ward, Brick, Tile and Terra Cotta Workers' delegation, McGovern, Jennings, Brotherhood of Carpenters' delegation, McPherson, Henry (J. S.), Gengenback, Barnes, Coopers' delegation, Reidy, Taylor, Glass, Monaghan, Stationary Firemen's delegation, Larkin, Curran, Altman, Chuck, Rickert, Grossman, Glass Bottle Blowers' delegation, Morris (J. J.), Hatters' delegation, Smyth, Horseshoers' delegation, Hotel and Restaurant Employees and Bartenders' delegation, Iron and Steel Workers' delegation, Vollmer, Lathers' delegation, Laundry Workers' delegation, Huber, Roach (John), Drinkwater, Meat Cutters and Butcher Workmen's delegation, Metal Polishers' delegation, Wheeler (C. D.), Kurten, Iron Moulders' delegation, Painters' delegation, Paper Makers' delegation, Wilson (James), Piano and Organ Workers' delegation, Operative Potters' delegation, Printing Pressmen's delegation, Richmond, Street Railway Employees' delegation, Railroad Telegraphers' delegation, Edwards (T. J.),

Seamen's delegation, Keyes, Stage Employees' delegation, Tailors' delegation, Teamsters' delegation, Textile Workers' delegation, 100 votes; Franke, Tobacco Workers' delegation, Carr, McDonough, Hunter, Kidd (T. I.), Mulcahy, Williams (D. U.), Hughes (T. L.), Flidew, McLaughlin (C. J.), Poplowsky, Gurr, Casey (J. J.), Sullivan, Healey (B. F.), Casey (Louis), Spittal, Simmons, Driscoll, Kelley (J. W.), Morrison (A. W.), Elmer, Fuller, Jones (David), Clay, Reark, Kenney, Flanagan, Finn, Maloney (R. S.), Stuart, Barrett (John), Powell (P. J.), O'Leary, Alney, Wolf, Clancy, Feltus, Welsh (P.), Porter, Holland, Largay, Donovan (M.), Hatch, Thompson, Neal, Bowen, Ryall, Kane, Arvidson, Schneider, Broderick, Harris, Burman, Dempsey (D.), Zaring, Vincens, Debarrey, Doll, Savage, Muldoon, Dale, O'Connell (M. J.), Caldwell, Haskell, Wingerter, Borden, Keenan, Coyle, Sodeksson, Timilty, Borden, White (J. C.), Downing (J. P.), Faller, Zimmerman, Bickler, Darcy, Murphy (L. E.), Sabel, Lavin, Paine, Peets, Scully (Rosa), Wynn (I. G.), Pacelli, Borden, Collins (M. D.), Turnt, McLaughlin (P.), Morlin, Borden, Buthe, representing 6,990 votes.

For Nelson: Mulholland, Devlin, Blacksmiths' delegation, Boiler Makers' delegation, Kemper, Gaestel, Buchanan, Winslow (C. W.), Amalgamated Carpenters' delegation, Fish, Tveitmo, Gompers, Tracy, Wood, Clerks' delegation, Electrical Workers' delegation, Feeney, White (Henry), Kaufman, Granite Cutters' delegation, Larsen, Longshoremen's delegation, Machinists' delegation, Downey (P. J.), United Metal Workers' delegation, United Mine Workers' delegation, Musicians' delegation, Plumbers' delegation, Schwab, Textile Workers' delegation, 50 votes; Typographical Union delegation, Braunschweig, Gebelein, White (J. P.), Leonard, Cummings (W. P.), Hirsch, Reid (J. J.), Ford, Drake, Gottlob, Tully, Krest, Macarthur, Connor, Roche (E. J.), Hoehn. Whiteman, representing 6,195 votes.

The total vote on the second ballot was 13,185, of which Mr. Driscoll received 6,990, and Mr. Nelson 6,195.

Delegate Driscoll was declared elected.

Delegate Nelson thanked his friends for their support and moved that Delegate Driscoll's election be made unanimous.

The motion was adopted.

Delegate Driscoll briefly expressed his thanks for the honor conferred upon him and assured the delegates that he would endeavor to represent them in Great Britain in a creditable manner.

President Gompers then announced that Fraternal Delegates Mullen and O'Grady of Great Britain were about to leave for New York and desired to bid the delegates goodbye.

Delegate Mullen expressed the gratitude of himself and his brother delegate, James O'Grady, for the hearty welcome accorded them in Boston.

Delegate O'Grady said that although it

was probable that he would never again have the pleasure of meeting a good many of the delegates, yet by a sort of psychic influence he would always be with them in spirit.

He said he had already indicated what he thought were the principal dangers confronting this country. It is accomplishing great things in the world of industry, and is destined to accomplish great things in the future.

"Never allow your nation to go astray, because you represent the salt of human nature, the backbone and sinew and muscle of that power which has gone to build it up and make it a great nation.

"I hope that God will give you wisdom and judgment to sway the counsels of your nation, and when these dangers confront you that you will be able to steer the ship of state safely through the shoals that may threaten to engulf it. I bid you, one and all, goodbye."

Delegates Mullen and O'Grady were heartily applauded and were given three cheers as they left the hall.

The chair then called for nominations for fraternal delegate to Canada.

Delegate Shaffer nominated John H. Richards.

On motion the nominations were closed and the secretary was instructed to cast the unanimous vote of the delegates for Mr. Richards.

Delegate Richards thanked the Convention in a few brief but well-chosen words.

The chair then announced that nominations for a city in which to hold the next convention were in order.

Delegate Lennon nominated San Francisco, Cal.

Delegates Tveitmo, Marks and Cole seconded the nomination.

Delegate Debarrey nominated St. Louis, Mo.

Delegate Hayes nominated Indianapolis. Delegate Richmond nominated Milwaukee, Wis.

Chicago was also nominated.

The nominations were then closed.

The ballot resulted as follows:

For San Francisco: Mulholland, Utting, Schaerer, Blacksmiths' delegation, Tobin (J. F.), Lovely, Brewery Workers' delegation, Buchanan, Winslow (C. W.), Wheeler (F. C.), Slayton, Bohnen, Fish, Tveitmo, Cigarmakers' delegation, Morris (Max), Electrical Workers' delegation, Shamp, Rickert, Grossman, Granite Cutters' delegation, Hotel and Restaurant Employees' and Bartenders' delegation, Iron and Steel Workers' delegation, Longshoremen's dele-

gation, Machinists' delegation, Drinkwater, Schmidt, Elcheiberger, United Mine Workers' delegation, Iron Moulders' delegation, Piano and Organ Workers' delegation, Plumbers' delegation, Printing Pressmen's delegation, Street Railway Employees' delegation, Railroad Telegraphers' delegation, Seamen's delegation, Williams (G. W.), Tailors' delegation, Teamsters' delegation, Tobacco Workers' delegation, Typographical Union delegation, 218 votes; Mulcahy, Williams (D. U.), Leonard, Poplowsky, Gurr, Hirsch, Simmons, Drake, Powell (P. J.), Porter, Holland, Bowen, Savadge, Dale, Scully (Rosa), Pacelli, Timilty, representing 8,193 votes.

For Indianapolis: Barbers' delegation, Boltermakers' delegation, McGovern, Jennings, Duffy (Frank), Duffy (P. F.), Grimes, Fyfe, Jackson, McPherson, Henry (J. S.), O'Brien (J. R.), Robinson, Devine, Lobenburg, Coopers' delegation, Feeney, Steam Engineers' delegation, Healey (Timothy), Kitley (John), Curran, White (Henry), Kautman, Altman, Chuck, Glass Bottle Blowers' delegation, Hatters' delegation, Larsen, Horseshoers' delegation, Vollmer, Lathers' delegation, Laundry Workers' delegation, Donnelly (M.), Call, Metal Polishers' delegation, Sheet Metal Workers' delegation, Musicians' delegation, Painters' delegation, Papermakers' delegation, Wilson (James), Operative Potters' delegation, Keyes, Stage Employees' delegation, Schwab, Textile Workers' delegation, Franke, McDonough, Typographical Union delegation, 217 votes; Braunschweig, Perkins, Fildew, Casey (J. J.), Sullivan, Casey (Louis), Spittal, Markey (H. A.), Kelley (J. W.), Coleman, Elmer, Reark, Kenney, Reid (J. J.), Parker (Mrs. N. D.), Ford, Gurley, Smith (J. T.), Maloney (R. S.), Barrett (John), Alney, Gottlob, Feltus, Tully, Donovan (M.), Mc-

Kelgue, Swartz, Neal, Arvidson, Schneider, Macarthur, McKelvey, Burman, Zaring, Vincens, Connor, Roche (E. J.), Sabel, Whiteman, McLaughlin (P.), Buthe, Caldwell, Darcy, Murphy (L. E.), representing 4,482 votes.

For St. Louis: Devlin, Brick, Tile and Terra Cotta Workers' delegation, Morris (J. J.), United Metal Workers' delegation, Edwards (T. J.), Gebelein, Morrison (A. W.), Debarrey, Hoehn, Borden, Freeman, representing 284 votes.

For Chicago: Gengenback, Bickler, representing 29 votes.

For Milwaukee: Lillen, Smyth (J. W.), Richmond, representing 69 votes.

The total vote cast was 13,057, San Francisco receiving 8,193, St. Louis 284, Milwaukee 69, Indianapolis 4,482, and Chicago 29.

San Francisco having received the highest number of votes was announced as the city where the next convention would be held.

Delegate Bohnen moved that when we adjourn were adjourn to meet at 7.30 in the evening.

The motion was carried.

Delegate Duncan moved that the privilege of the floor be given to George E. McNeil.

The motion was carried and Mr. McNeil addressed the convention at some length.

The convention then took a recess until 7.30 P. M.

## TWELFTH DAY—Evening Session.

The convention was called to order by President Gompers at 7.30 o'clock.

Absentees: Barry (J. I.), Noschang, Ieason, Murphy (P. F.), McMahon, McNeill, Looney, Barrett (R. D.), Dougherty, Tobin (J. F.), Martindale, Carey (J. F.), Jennings, Fish, Gengenback, Cable, Hughes (A. C.), Reidy, Feeney, Taylor, Grossman, Towey, Cotter, Maher, Lilián, Shaffer, Vollmer, Langlands, Buckley, Hoke, Huber, Barter, O'Connor (T. V.), Creamer (J. J.), Hammerstrom, Wilson (J. T.), Boyle, Lowe, Kelly (W. J.), Donnelly (M.), Call, Schmidt, Elcheiberger, Sherman (C. O.), Scaife, Wasley, Weber, Miller, Carey (D. A.), Fitzgibbon, Winn (Peter), Spencer (W. J.), Scott (G. A.), Dix, McKnight, Ramsay, Winslow (C. H.), Cornish, Ross, Kelly (Philip), Lincoln, Samster, Cote, Hibbert, O'Donnell, Powell (Geo.), Carr, Engel, Hunter, Curley (J. F.), Beals, Hughes (T. L.), Neary, McLaughlin (C. J.), Sullivan, Hill (A. E.), Currie, Healey (B. F.), Ferguson, Murphy, Bridwell, Markey (H. A.), Thomas, Daly, Hunt, Schardt, Elmer, Fossberg, Collins (T. J.), Irvin, Scollin, Hitchcock (W. H.), Reid (J. J.), Graney, Woods, Sinclair,

Flanagan, Donovan, Mahoney (D. D.), Lplant, Curtis, Keene, McKelgue, Sarman, Duffy (O. H.), Finn, Coker, Brandon, Stuart, Nugent (W. J.), O'Leary, Henry (Frank), Browning, Sheehan, Jones (W. D.), Clancy, Feltus, O'Keefe, Davis, Edwards (J. B.), Largay, Hinchey, Donovan (M.), Lawler, Hulse, Thompson, Ryall, Berry, Holloway, Dodd, McKelvey, Clarke (E. R.), Myler, Cowell, Henderson (W. D.), Dolan, Doll, Savadge, Harney, Lehner, Payne, Peetz, Kuhn, Tyson, Hitchcock (Henry), Harskowitz, Moore (J. J.), Brayer, Barnett, Gosline, Paterson, Cardiff, White (Wm.), Pacelli, Swift, Burton, Lynch (C. P.), Dinneen, Hodges, Mallory, Reed (W. A.), Cannon Dervin, Gilpin, Butler, Faulkerson, Cooper (J. A.), Schmatterie, Studd, Marsh, Page, Bankow, Tussiny, Gascoyne, Madden, Kidd (W. C.), Graham, Morlin, Anderson, Field, Doran, Waishe (Richard), McArdle, Tobin (P. F.), Brady, Hannahan, Murrell, Feehan, Creamer (F.), Fieldstack, Donnelly (J. B.), Miles, McLeod, King, Turner, Hapgood, Mills, Roderick, Kelley (James), Dillon, Wingerter, Bowler, Derrigan, Ludwig, Keenan, Sodekson, Hillard, Timilty, Cooper (Wm.), Russel, Deigle.

## REPORT OF PROCEEDINGS

Niemchesky, Gately, Rosenfield, Freeman, Maloney (R. S.), Smith (Wm.), Mullec, Bolger, Stanner, Lederer, Teller, Francis, Zimmerman, Klein, Clark (W. H.)

On motion the reading of the minutes was dispensed with.

Delegate Kemper asked if there was a quorum present.

Delegate Vincens raised a point of order of no quorum.

Delegate Vincens withdrew his point of order.

Delegate Morrisop moved that the Committee on Laws be instructed to bring in an amendment to Section 10 of Article III of the Constitution.

Delegate Duncan moved the previous question.

Agreed to.

The motion of Delegate Morrison was agreed to.

Delegate Lewis for the Committee on Grievances resumed reading of his report.

Delegate Bohnen spoke upon the reports made by the Committee on Grievances and the Committee on Executive Council's Report.

The previous question was then moved.

By a vote of 87 against to 68 in favor the motion was lost.

A motion was then made that the subject matter under discussion be deferred to permit the Committee on Laws to report in accordance with the instructions of the convention.

The motion was carried.

Delegate Furuseth raised the point of no quorum.

The chair counted 251 delegates present and declared a quorum present.

The Committee on Laws reported as follows:

Your Committee on Laws submit the following amendment to Section 10 of Article III.

Strike out in line two the words "a majority" and insert "one-fourth," so that the section shall read:

A quorum for the transaction of business shall consist of not less than one-fourth of the delegates attending a convention.

Committee on Laws.

Delegate Agard moved that when the report of the Committee on Laws was adopted it go into effect immediately.

Delegate Kemper opposed the amendment.

Delegate Slayton moved to amend the

report by striking out "one-fourth" and inserting one-third.

Delegate Mitchell moved that we adjourn to meet Monday morning at 9 o'clock.

Delegate Mitchell withdrew his motion to adjourn.

The amendment of Delegate Slayton was defeated.

The report of the Committee on Laws was adopted.

The motion of Delegate Agard was adopted.

Delegate Duncan moved that we take a recess until 9 o'clock Monday morning.

Delegates Barnes objected to adjournment.

Delegate Maloney moved to lay the motion to take a recess on the table.

Adopted.

Discussion of the report of the Committee on Grievances was continued.

Delegate Mulholland wanted to know if, in case the decision of the arbitrator was enforced, they would get back the drop forgers.

Delegate Lewis, for the Committee on Grievances, said the question was upon the question of jurisdiction over blacksmiths' helpers and had not one word to say regarding drop forgers.

Delegate Agard said the committee had given the matter the most careful consideration.

Delegate Kerr said the whole matter had been settled by the decision of an arbitrator and the report of the committee should be adopted.

The previous question was then called for.

Adopted.

The report of the Committee on Executive Council was adopted.

It was moved that Resolution No. 104, consideration of which had been deferred at the morning session, be taken up.

Agreed to.

The report of the committee was adopted.

Resolution No. 127.—By Delegate Joseph W. Kelley of Brockton Central Labor Union:

WHEREAS, Through the controversy between the Brockton Central Labor Union and the Bakers' Union, on the question of union label and non-union label yeast; and WHEREAS, The Brockton Central Labor Union has unseated the delegates of the Bakers' Union for discriminating against the label of the American Federation of Labor;

RESOLVED, That the delegates in Convention assembled do instruct the General Executive Council to take action to protect

any further discrimination against the label of the American Federation of Labor.

Committee on Grievances recommends that this resolution be referred to the Executive Council for final action.

Delegate Schaefer objected to the report of the committee.

The report of the committee was adopted.

Delegate Gompers moved that the Committee on Local and Federated Bodies report on Resolution No. 102.

Delegate Simmons, for the Committee on Local and Federated Bodies reported as follows:

Resolution No. 102.—By Delegate Emil Schaefer, Bakery and Confectionery Workers' International Union:

WHEREAS, Delegates from the Bakery and Confectionery Workers' Local 180 of Brockton, Mass., were suspended from all privileges by the C. L. U. of Brockton, Mass.; and

WHEREAS, This action taken was entirely uncalled for, as has been proven by circumstances which have lately come to our notice; be it

RESOLVED, That the delegates from Bakery and Confectionery Workers' Local 180 of Brockton, Mass., be seated in the C. L. U.; and be it further

RESOLVED, That the C. L. U. of Brockton, Mass., be notified of this action immediately.

Committee on Grievances concurs in resolution, and recommends that the Execu-

tive Council instruct all parties at interest that no discrimination against union label goods shall be permitted.

Delegate Driscoll moved that the reports of both committees be referred to the Executive Council for immediate action.

Delegate Schaefer opposed reference to the Executive Council so far as Resolution No. 102 was concerned.

Delegate Kelly moved that pending the adjudication of the matter the Brockton Central Labor Union be instructed to reinstate the delegates of the Bakers' Union subject to the decision of the Executive Council.

The previous question was then called for.

Agreed to.

Delegate Kelly's amendment was adopted.

Delegate Kreft asked to be excused from further attendance at the convention as he had pressing business in Philadelphia.

His request was granted.

Delegate Furuseth moved that a recess be taken until 9 o'clock Sunday morning.

The motion was lost.

On motion the convention then took a recess until 9 o'clock Monday morning.



## THIRTEENTH DAY.—Morning Session.

The Convention was called to order by President Gompers at 9 o'clock.

**Absentees:** Barry (J. L.), Utting, Nischang, Deason, Murphy (P. F.), McMahon (James), Looney, Barrett (R. D.), Dougherty, Martindale, Carey (J. F.), Jennings, McPherson, Fish, Cable, Hughes (A. C.), Taylor, Glass, Healy (Timothy), Grossman, Towey, Cotter, Lillen, Larsen, Callahan, Gunter, Shaffer, Rutledge, Vollmer, Buckley, Hoke, Huber, Roach (John), Creamer (J. J.), Warner, Wilson (J. T.), Boyle, Lowe, Kelly (W. J.), Donnelly (M.), Call, Schmidt, Scalfie, Wasley, Van Fossan, Scott (John A.), Dix, McKnight, Quick, Ramsay, Winslow (C. H.), Frazier, Cornish, Ross, Kelly (Philip), Hart, Williams (G. W.), Lincoln, Sangster, Hibbert, O'Donnell, Powell (Geo.), McAndrews, Carr, Curley (J. F.), Williams (D. U.), Beals, Perkins, Neary, McLaughlin (C. J.), McHugh, Leonard, Sullivan, Hill (A. E.), Currie, Ferguson, Murphy (P. J.), Bridwell, Cummings (W. P.), Hirsch, Markey (H. A.), Thomas, Daly, Kelley (J. W.), Hunt, Scully (D. J.), Schardt, Elmer, Hasselback, Fossberg, Collins (T. J.), Irvin, Moore (Thos.), Scollin, Hitchcock (W. H.), Fosdick, Reark, Graney, Woods, Sinclair, Flanagan, Donovan (Jeremiah), Mahoney (D. D.), Ford, Laplant, Curtis, Gurley, Keene, McKeigue, Sarman, Duffy (O. H.), Finn, Coker, Brandon, Stuart, Nugent (W. J.), O'Leary, Henry (Frank), Browning, Sheehan, Jones (W. D.), Wulf, Clancy, Feltus, O'Keefe, Davis, Porter, Edwards (J. E.), Largay, Hinchey, Whitney, Donovan (M.), Lawler, Krefit, Hulse, Hatch, Thompson, Ryall, Berry, Holloway, Dodd, Schneider, McKelvey, Harris, Dempsey (D.), Clarke (E. R.), Myler, Cowell, Dewar, Henderson (W. D.), Feyder, Dolan, Connor, Doll, Sabel, Lavin, Harney, Lehner, Kuhn, Tyson, Hitchcock (Henry), Harskowitz, Moore (J. J.), Brayer, Barnett, Henderson (W. F.), Wynn (I. G.), Gosline, Paterson, Cardiff, White (Wm.), Pacelli, Borden, Swift, Burton, Lynch (C. P.), Dinneen, Hodges, Mallory, Reed (W. A.), Cannon, Dervin, Turnt, Gilpin, Butler, Faulkerson, Cooper (J. A.), Schmatterlee, Studd, Marsh, Page, Bankow, Tussiny, McLaughlin, Gascoyne, Madden, Field (W. C.), Graham, Morlin, Anderson, Field, Bechtold, Doran, Gillooley, Walshe (Richard), McArdle, Tobin (P. F.), Brady (James), Hannahan, Murrell, Feehan, Creamer (Francis), Fieldstack, Donnelly (J. B.), Miles, McLeod, King, Turner, Hapgood, Mills, Roderick, Kelley (James), Dillon, Bowler, Derrigan, Ludwig, Coyle, Sodekson, Hillard, Timilty, Cooper (Wm.), Russel, Delgle, Niemchesky, Gately, Rosenfeld, Maloney (Robt. S.), Smith (Wm.),

Downing (Joseph P.), Mullee, Bolger, Stan-  
ner, Scott (Timothy), Lederer, Faller, Fran-  
cis, Zimmerman, Herr, Mullen, O'Grady,  
Simpson, Keyser.

On motion the reading of the minutes was dispensed with.

Michael Lynch was, on motion, seated as a substitute for the delegates from the Longshoremen's International Union, who were compelled to leave the city.

Delegate Lewis, for the Committee on Grievances, continued his report as follows:

Resolution No. 205.—By Delegate J. O. White of the Riggers' Protective Union, 10,315:

WHEREAS, We, the Riggers' Protective Union, No. 10,315, of Boston, Mass., object to the movement taken by the Iron Structure Union of Boston;

RESOLVED, That the American Federation of Labor take legal steps to prevent the Iron Structure Union from doing legal work, and taking the work of the Riggers' Protective Union and debarring the riggers from the rights to which they are justly entitled; and be it

RESOLVED, That the Executive Council take immediate steps in this matter and prove to the Iron Structure Union that they are acting unfairly with unionism.

Committee on Grievances reports unfavorably.

Moved that the report of the committee be concurred in.

Delegate White spoke against the report of the committee.

Report of committee concurred in.

Resolution No. 261.—By Delegate E. J. Roche of Central Labor Union of Washington, D. C.:

WHEREAS, There exists in the Central Labor Union of Washington, D. C., a Building Trades section; and

WHEREAS, It became necessary to call out a number of trades connected with said section to protect several crafts in their attempts to further strengthen their locals, and among the crafts called off in support were three local unions of the United Brotherhood of Carpenters and Joiners of America; and

WHEREAS, The local members of the Amalgamated Society of Carpenters and Joiners have placed their men on this work; therefore be it

RESOLVED, By this Convention that we

condemn such action and we declare them strike breakers.

Committee on Grievances recommends as a substitute for the resolution that the Amalgamated Society of Carpenters be instructed to withdraw their members from any jobs on which the members of the United Brotherhood of Carpenters have struck.

Moved that the report of the committee be concurred in.

Delegate Lewis spoke in support of the report of the committee.

Delegate Roche also spoke in favor of the committee's report.

Delegate Duffy said they had struck in sympathy with other trades.

Delegate Fyfe said the resolution should never have reached here.

Delegate Qualey moved that the whole matter be laid upon the table.

The motion was adopted.

The cause of the controversy that now exists between the Amalgamated Wood Workers and the United Brotherhood of Carpenters and Joiners was submitted to the Committee on Grievances in the form of Resolutions Nos. 125, 176 and 178.

Resolution No. 125.—By Delegates of Amalgamated Woodworkers:

WHEREAS, Under instructions of the twenty-second Convention of the American Federation of Labor, held at New Orleans, Louisiana, the question of jurisdiction over men employed in the preparation of building trim and material was referred to a joint committee consisting of five representatives of the United Brotherhood of Carpenters and Joiners and five representatives of the Amalgamated Woodworkers, with P. J. Downey of Albany, N. Y., who was elected by the representatives of the above named organizations as umpire; and

WHEREAS, The representatives of the United Brotherhood of Carpenters and the Amalgamated Woodworkers voluntarily agreed to submit the entire question of jurisdiction to said arbitration tribunal; and

WHEREAS, Mr. P. J. Downey, the umpire, rendered an award practically conceding to the United Brotherhood of Carpenters jurisdiction over all outside work, and to the Amalgamated Woodworkers jurisdiction over all factory work; and

WHEREAS, The Decision of the umpire has been studiously and persistently ignored by the United Brotherhood of Carpenters, which has been pirating local unions away from the Amalgamated Woodworkers and undermining the latter organization wherever the opportunity permitted, and in at least one instance chartering a union whose charter was revoked on account of a flagrant violation of an agreement with an association of employers; therefore be it

RESOLVED, By the twenty-third Annual Convention of the American Federation of

Labor, that the United Brotherhood of Carpenters and Joiners are hereby instructed that it must abide by the decision of the arbitration tribunal, which was organized under instructions of the New Orleans Convention, and that failing to do so or failure to enforce this decision before February 1st, 1904, that the Executive Council shall revoke the charter of the United Brotherhood of Carpenters and Joiners.

Resolution No. 176.—By Delegate representing the United Brotherhood of Carpenters and Joiners;

WHEREAS, At a meeting of the Executive Council of the American Federation of Labor, held at Washington, D. C., in June, 1903, a demand made by the Amalgamated Wood Workers' International Union for the revocation of the charter of the United Brotherhood of Carpenters and Joiners of America on the ground of our refusal to accept the recent decision of Umpire P. J. Downey of Albany, N. Y., and also a demand made by the United Brotherhood of Carpenters for the revocation of the charter of the Amalgamated Wood Workers was considered and acted upon by the Executive Council of the American Federation of Labor and a decision rendered by that body without notice to the United Brotherhood of Carpenters and Joiners to appear and present their reasons therefore; and further, as Secretary Kidd of the Amalgamated Wood Workers was present in his capacity as a member of said Executive Council, and at the same time represented the Amalgamated Wood Workers and presented their case, therefore the hearing was ex-parte, the United Brotherhood not having the opportunity of presenting its side of the case; therefore be it

RESOLVED, That this twenty-third annual Convention of the American Federation of Labor set aside and annul said decision of the Executive Council and all action taken in consequence thereof; and be it further

RESOLVED, That this Convention instruct the Executive Council to hereafter refrain from taking action in matters of this kind without first giving all parties in interest an opportunity of being present to submit their evidence and present their case.

Resolution No. 178.—By Delegates representing the United Brotherhood of Carpenters and Joiners of America:

WHEREAS, The Convention of the American Federation of Labor held fourteen years ago in the city of Boston, Mass., went on record as being favorable to the establishment of the universal workday of eight hours; and

WHEREAS, The Executive Council of the American Federation of Labor, in 1890, selected the United Brotherhood of Carpenters and Joiners of America as being the best disciplined, prepared and determined organization to lead the movement for a reduction in the hours of labor to eight hours per day; and

WHEREAS, The United Brotherhood of Carpenters and Joiners of America did lead the fight, and won, at great cost to the organization and enormous sacrifices on the part of its members; and

WHEREAS, The United Brotherhood of

Carpenters and Joiners of America, for the last thirteen years, have made a fight in nearly every town and city under its jurisdiction for the establishment and enforcement of an eight-hour workday; and

WHEREAS, The Amalgamated Wood Workers' International Union made an agreement with the Manufacturing Wood Workers' Association of Bronx and Mount Vernon, N. Y., while the members of the United Brotherhood of Carpenters and Joiners of America were on strike for better conditions; and

WHEREAS, Said agreement read that the wages of men working in the mills should be from six to eighteen dollars per week, and the hours of work fifty per week, or nine hours per day for the first five days of the week, and five hours on Saturday—which was in direct violation of the conditions established for over two years in those places by the United Brotherhood of Carpenters and Joiners of America, to work forty-four hours per week, or eight hours per day for the first five days of the week, and four hours on Saturday—and as the action of the Amalgamated Wood Workers' International Union is also a direct violation of the instructions of the last Boston convention; therefore be it

RESOLVED, That the agreement made by the Amalgamated Wood Workers' International Union in Bronx and Mount Vernon, N. Y., be declared by this, the twenty-third annual Convention of the American Federation of Labor, unfair and subversive of the best interest of organized labor, and that said Amalgamated Wood Workers' International Union be debarred from placing their label on material manufactured under a nine-hour system, where an eight-hour day had been previously established by the United Brotherhood of Carpenters and Joiners of America.

Committee on Grievances reports as follows:

The subject matter of these resolutions have such a direct bearing upon the decision of Umpire P. J. Downey in defining the jurisdiction of the above named organizations, that your committee decided to hear evidence on all three resolutions.

Every opportunity was given to the representatives of the Amalgamated Wood Workers and Brotherhood of Carpenters and Joiners to present evidence in support of the claims of the respective parties to the controversy.

Your committee for nearly two days listened to testimony, and in addition spent considerable time in reviewing documentary evidence which was submitted.

After a careful review of the testimony and evidence your committee is of the opinion that the claim of the United Brotherhood of Carpenters to have the decision of Umpire P. J. Downey set aside, is not well founded, for the following reasons:

First: By resolution the New Orleans Convention of the American Federation of Labor provided that the United Brotherhood of Carpenters and Joiners of America and the Amalgamated Wood Workers' International Union should submit their

grievances and question of jurisdiction to a committee for adjustment.

Second: The proceedings of the New Orleans, American Federation of Labor Convention, show that five members of the committee were to be selected by each of the two organizations, and those ten men were to select the eleventh man, who was to act as umpire, and in the event of a failure to select an umpire, President Gompers of the American Federation of Labor was to select the person to act in that capacity.

Third: The evidence submitted to your Grievance Committee by representatives of the Carpenters and Wood Workers, show that they selected five men each, and that there were several names submitted to the joint committee, from which one was to be selected to act as an umpire.

Fourth: The evidence shows there was some difficulty in selecting an umpire, but that on the final ballot Mr. P. J. Downey of Albany, N. Y., received six votes and subsequently his selection was unanimously ratified by the joint committee of ten members who were selected to define the jurisdiction of the two organizations.

Fifth: The evidence submitted to your committee also shows that after the joint committee had been in session over two weeks in the taking of testimony in regard to the jurisdiction of the respective organizations, it was discovered that Mr. P. J. Downey had attended the Scranton Convention of the American Federation of Labor and had served at least a part of the time on the Grievance Committee. Regardless of this fact the hearing of testimony on the questions at issue and jurisdiction of the organizations was continued with the full consent of the committee, and the entire case was submitted to Mr. P. J. Downey for a final decision.

Sixth: The evidence shows that Mr. P. J. Downey left Indianapolis to prepare his decision. There was no evidence given that he should remain in that city, but that he should give his decision there. Evidence showed that Mr. Downey was much annoyed in Indianapolis, where the committee was in session, and that is given as a reason why he left and returned four days later and submitted his decision on or about March 15th, 1903.

After a careful investigation of the whole subject, we, your Grievance Committee, recommend that the twenty-third annual Convention of the American Federation of Labor ratify the decision of Mr. P. J. Downey in defining the jurisdiction of the United Brotherhood of Carpenters and Joiners of America and the Amalgamated Wood Workers' International Union.

#### CARPENTERS AND WOOD WORKERS.

The committee does not deem it necessary in this case to report as to whether an appeal can be taken from the award of an arbitrator. We find, however, that the decision of the Executive Council, wherein it is declared that the two organizations in question, through their representatives, did agree to refer to a committee and an arbitrator the question in dispute between them, is substantiated by the evidence, and that the arbitrator having rendered his award, said award is fully binding upon both parties. We therefore recommend

that the decision in the case be sustained and enforced in all localities in which the Amalgamated Wood Workers' International Union has now established, or in which it may hereafter establish, actual organization.

(Resolution No. 202, by A. M. Swartz, of Iron City Trades Council of Pittsburg, Pa., is covered by the foregoing and same report upon same Resolution No. 177.)

Delegate Bohnen asked what motion was before the house.

The chair informed the delegate that the motion to substitute the report of the Committee on Executive Council's Report for the report of the Committee on Grievances had been withdrawn and the motion recurred on the motion to adopt the report of the Committee on Grievances.

Delegate Frank Duffy spoke for 20 minutes against the report of the committee.

Delegate Kidd spoke for 40 minutes in support of the committee's report.

Delegate Bohnen spoke for 40 minutes against the adoption of the report of the committee.

President Gompers said that a statement that he had written the decision was published in the Indianapolis papers and several official magazines and he had expected that the officers of the United Brotherhood would take cognizance of the same.

Delegate Bohnen denied that such a statement had emanated from the officers of the United Brotherhood of Carpenters and Joiners.

Delegate Braunschweig consumed 40 minutes in a vigorous defence of the committee's report.

Delegate Wheeler spoke for 15 minutes in opposition to the committee's report.

It was moved and adopted that the committee remain in session until the question was acted upon.

Delegate Lewis defended the report of the committee.

Delegate Downey said that he left Indianapolis, Ind. and went to Lafayette, Ind., where he wrote the decision. After speaking at some length he said in conclusion that it was his opinion, written by him, an honest man's decision, and that is all anyone should expect.

A roll call was demanded.

The secretary counted 167 delegates present.

The roll call resulted as follows:

In favor: Mulholland, Devlin, McNeill, Flynn, Fox, Mailoy, Tobin (J. F.), Brick, Tile and Terra Cotta Workers' delegation, Winslow (C. W.), McGovern, Jennings, Eyfe, Gengenbach, Cigarmakers' delegation, Clerks' delegation, Electrical Workers' delegation, Monaghan, Kirley (John), Larkin, Curran, Glass Bottle Blowers' delegation, Morris (J. J.), Granite Cutters' delegation, Hatters' delegation, Horseshoers' delegation, Hotel and Restaurant Employees and Bartenders' delegation, Iron and Steel Workers' delegation, Lathers' delegation, Longshoremen's delegation, Meat Cutters and Butcher Workmen's delegation, Metal Polishers' delegation, Sheet Metal Workers' delegation, United Metal Workers' delegation, United Mine Workers' delegation, Iron Moulders' delegation, Papermakers' delegation, Wilson (James), Rooney, Operative Potters' delegation, Printing Pressmen's delegation, Street Railway Employees' delegation, Seamen's delegation, Keyes, Stage Employees' delegation, Schwab, Tailors' delegation, Teamsters' delegation, Tobacco Workers' delegation, Typographical Union delegation, Engel, Hunter, Woodworkers' delegation, Hughes (T. L.), White (J. P.), Poplowsky, Gurr, Simmons, Coleman, Clay, Smith (J. T.), Gottlob, Holland, MacArthur, Debarrey, Muldoon, Peetz, Scully (Rosa), Whiteman, Buthe, Wingenter, Darcy, representing 8,243 votes.

Against: Schaerer, McMahon, Brewery Workers' delegation, Buchanan, Brotherhood of Carpenters delegation, Jackson, Henry (John S.), Tveitmo, Shamp, Garment Workers' delegation, Hod Carriers and Building Laborers' delegation, Drinkwater, Painters' delegation, Piano and Organ Workers' delegation, Plumbers' delegation, Richmond, Railroad Telegraphers' delegation, Edwards, Textile Workers' delegation, Mahoney (P.), Flidew, Leonard, Casey (J. J.), Casey (Louis), Spittal, Kelley (J. W.), Morrison (A. W.), Scully (D. J.), Fuller, Reid (J. J.), Parker (Mrs. N. D.), Townsell, Maloney (R. S.), Drake, Barrett (John), Powell (P. J.), Alney, Ballard, Swartz, Neal, Arvidson, McKelvey, Burman, Zaring, Vincens, Savadge, Dale, O'Connell (M. J.), Roche (E. J.), Haskell, Timilty, representing 3,315 votes.

By a vote of 8,243 in favor to 3,315 against the report of the committee was adopted.

President Gompers, for the Executive Council, reported that the subject matter of the grievance of the Boot and Shoe Workers at Lynn, which had been referred to them had been referred to a committee of three to report to the Convention or to the Executive Council. The following delegates comprise the committee: Jacob Tazeaar, C. L. Shamp and John R. O'Brien.

The convention then took a recess until 2 p. m.

## THIRTEENTH DAY—Afternoon Session.

The Convention was called to order by President Gompers at 2.30 p. m.

Absentees: Barry (J. L.), Utting, Nischang, Deason, Murphy (P. F.), Slocum, Kerr, Cummins (P. H.), McMahon (James), McNeill, Malloy, Looney, Barrett (R. D.), Dougherty, Lovely, Martindale, Carey (James F.), McPherson, Fish, Gengenback, Robinson, Devine, Cable, Hughes (A. C.), Reldy, Feeney, Taylor, Glass, Healy (Timothy), Altman, Chuck, Grossman, Cunliffe, Towey, Cotter, Lillen, Callahan, Gunter, Shaffer, Turledge, Richards, Vollmer, Buckley, Hoke, Huber, Creamer, Ireland, Wilson (John T.), Boyle, Lowe, Kelley (W. J.), Donnelly (M.), Call, Schmidt, Eichelberger, Scalle, Wasley, Fitzgibbon, Van Fossan, Scott, Dix, McKnight, Quick, Ramsay, Winslow, Cornish, Ross, Kelly (Philip), William (G. W.), Lincoln, Sangster, Hilbert, O'Donnell, Powell (George), McAndrews, McDonough, Engel, Curley, William (D. U.), Beals, Perkins, Neary, McLaughlin (Chas. J.), Sullivan, Hill, Currie, Ferguson, Murphy (Patrick J.), Bridwell, Cummings (W. P.), Hirsch, Spittal, Markey (H. A.), Thomas, Daly, Hunt, Schardt, Elmer, Hasselback, Fossberg, Collins (Thos. J.), Irvin, Moore (Thos.), Scollin, Hitchcock (W. H.), Fosdick, Reark, Grauey, Woods, Sinclair, Flanagan, Donovan, Mahoney (D. D.), Ford, Laplant, Curtis, Gurley, Keene, McKeigue, Sarman, Duffy (Oscar H.), Finn, Coker, Brandon, Stewart, Nugent (W. J.), O'Leary, Henry (Frank), Browning, Sheehan, Jones (W. B.), Wulf, Clancy, Feltus, O'Keefe, Davis, Porter, Edwards (Jas. B.), Largay, Hinchey, Whitney, Donovan, Lawler, Kreft, Hulse, Hatch, Ryall, Berry, Holloway, Dodd, Schneider, Broderick, Harris, Dempsey (D.), Clarke (E. R.), Cowell, Dewar, Henderson (W. D.), Feyder, Dolan, Connor, Doll, Sabel, Lavin, Lehner, Kuhn, Tyson, Hitchcock (Henry), Harskowitch, More (J. J.), Brayer, Barnett, Henderson (W. F.), Wynn (I. G.), Gosline, Paterson, Cardiff, White (Wm.), Pacelli, Borden (Jas.), Swift, Burton, Lynch (C. P.), Dinneen, Hodges, Mallory, Reed (W. A.), Cannan, Derrin, Trunt, Gilpin, Butler, Faulkerson, Cooper (J. A.), Schmatteelee, Studd, Marsh, Page, Bankow, Tussing, McLaughlin (F.), Gascoyne, Madden, Field (W. C.), Graham, Morlin, Anderson, Field, Bechtold, Doran, Gillooley, Walshe (R.), McArdle, Tobin (P. F.), Brady, Hannahan, Murrell, Feehan, Creamer (Francis), Caldwell, Fieldstack, Miles, McLeod, King, Turner, Hapgood, Mills, Roderick, Kelley (Jas.), Dillon, Bowler, Derrigen, Ludwig, Keenan, Coyle, Hillard, Timilty, Cooper (Wm.), Russell, Niemchesky, Gately, Rosenfeld, Freeman, Maloney, Smith (Wm.), Mullee, Bolger, Stanner, Scott (T.), Lederer, Faller, Francis, Zimmerman, Klein, Clark.

On motion the reading of the minutes was dispensed with.

Delegate Lewis, for the Committee on Grievances, continued his report as follows:

Resolution No. 162.—By Delegate John Cardiff, Drain Layers and Helpers' Local, No. 10,335, Chicago:

WHEREAS, Local No. 10,335 is the regularly chartered organization in the American Federation of Labor, and that, being such, is recognized by this body as having official standing, and being protected in the pursuit of calling of its members by the American Federation of Labor; and

WHEREAS, Some of its members have followed the business for more than 30 years, and all are licensed workmen; that it has lived up to the laws of the American Federation of Labor at all times, and now stands ready to assist this body to the full extent of its ability and power; and

WHEREAS, The Bricklayers and Stonemasons' Union of the city of Chicago has claimed, and are claiming, jurisdiction over drain laying and sewer pipe work, which is, and always has been, performed by members of No. 10,335, and should their contention be upheld, would result in the disruption of our body; therefore be it

RESOLVED, That Drainlayers and Helpers No. 10,335 hereby enter protest against the granting by the American Federation of Labor of a charter to the bricklayers and stonemasons until such time as that body has recognized the rights of the drainlayers and helpers and accorded them full jurisdiction over their class of work, which consists in the laying of all sewer pipes and the construction of manholes and catch basins whether the work is to be performed for a municipality or private individual.

Committee on Grievances reports unfavorably.

Report of committee concurred in.

Resolution No. 267.—By Delegates G. A. Tveitnoe and F. G. Gengenback of American Brotherhood of Cementworkers:

WHEREAS, The constitution of the American Brotherhood of Cementworkers, as approved by the Executive Council of the American Federation of Labor, provides that all the cement and concrete construction work and the framing for the same comes under the jurisdiction of the aforesaid brotherhood; and

WHEREAS, A large number of local cement workers unions chartered by the American Federation of Labor prior to the organization of the International Building

Laborers' Union were granted and have enjoyed for years the trade jurisdiction now conceded to the American Brotherhood of Cementworkers; and

WHEREAS, The International Building Laborers' Union and its locals, notably in the cities of Chicago and St. Louis have encroached upon the trade jurisdiction conceded the American Brotherhood of Cementworkers; therefore be it

RESOLVED, By the American Federation of Labor in its twenty-third annual Convention regularly assembled that the International Building Laborers' Union be and is hereby instructed to refrain from encroaching and to cause all its local unions to cease trespassing upon the established and recognized trade jurisdiction as set forth in the constitution of the American Brotherhood of Cementworkers.

Committee on Grievances reports unfavorably.

Delegate Tveitmoen moved that the resolution be referred to the Executive Council.

The motion was adopted.

Resolution No. 146.—By Delegates John M. Nell, Edward Fox, G. V. P., David A. Malloy and T. H. Flynn, of Brotherhood of Boltermakers and Iron Shipbuilders; John M. Stephens and Chas. E. Langlands, of Wood, Wire and Metal Lathers' International Union; Harry C. Kurten, C. D. Wheeler and T. J. Downey, of Amalgamated Sheet Metal Workers' International Union; Nicholas Dutle and J. B. Downing, of Metal Polishers, Buffers, Platers and Brass Workers' International Union; John Mulholland, J. E. Devlin and Ed. Utting of International Association of Allied Metal Mechanics; Frank Buchanan, D. Jennings, Chas. W. Winslow and T. McGovern, of International Association of Bridge and Structural Iron Workers.

WHEREAS, In pursuance to instructions given at the late Convention of the American Federation of Labor, held at New Orleans, that metal trades having jurisdiction disputes should meet in conference for the purpose of amicably adjusting the same, representatives of the following trades met for that purpose in the city of Pittsburgh, Pa., on January 5th, 1903.

The following unions were represented by national officers and answered roll call:

Brotherhood of Boltermakers and Iron Shipbuilders.

Wood, Wire and Metal Lathers' International Union.

Amalgamated Sheet Metal Workers' International Alliance.

Metal Polishers, Buffers, Platers, Brass Workers' International Union.

International Association of Allied Metal Mechanics.

United Metal Workers' International Union.

International Association of Bridge and Structural Iron Workers; and

WHEREAS, An effort was made to define the line of demarkation of the several trades represented, which was agreed upon by all trades, with the exception of the United Metal Workers' International Union, whose delegates left and refused to take any further part in the conference, it was demonstrated from evidence introduced

that the United Metal Workers' International Union was infringing on the jurisdiction of all organizations represented; and

WHEREAS, This matter has been brought to the attention of the Executive Council of the American Federation of Labor at several meetings; and

WHEREAS, While the Executive Council had the matter under consideration the United Metal Workers' International Union have continued to infringe upon the jurisdiction of the organization herein named to a greater extent than before; therefore be it

RESOLVED, That for the welfare and well-being of the Metal Trades, we, the representatives of the undersigned organizations, demand of the American Federation of Labor in convention assembled the revocation of the charter of the United Metal Workers' International Union.

Committee on Grievances reports as follows:

We find several organizations claim jurisdiction over the same class of work, and in accordance with the evidence submitted to your committee, we find a reasonable doubt exists under which charter the jurisdiction is allowed and in view of that fact the committee recommends that joint resolution No. 146 be referred to the Executive Council of the American Federation of Labor with instructions to investigate the jurisdiction of the several organizations under the charters granted by the American Federation of Labor and that the Executive Council of the American Federation of Labor be ordered to more clearly define the jurisdiction by conference and investigation and that they be empowered to devise ways and means to accomplish the end desired so that the lines of demarkation be clearly drawn amongst the following trades:

Boltermakers and Ship Builders' International Union.

International Association Allied Metal Mechanics.

Wood, Wire and Metal Lathers' International Union.

Amalgamated Sheet Metal Workers' International Union.

Metal Polishers, Buffers, Platers and Brass Workers' International Union.

International Association of Bridge and Structural Iron Workers.

United Metal Workers' International Union.

We further recommend that no action be taken on resolutions Nos. 150, 159, 165, 224 and 258 as the matter is covered by the joint resolution.

It was moved that the report of the committee be concurred in.

Delegate Dutle opposed the committee's report.

Delegate Kness requested that action be deferred until Delegate Sherman could reach the hall from his hotel. He was absent on account of illness.

Delegate Mulholland objected to deferring action.

Delegate Lewis stated that the report

instructed the Executive Council to take up the question and decide on the lines of demarkation.

Delegate Kurtin stated that he was in favor of reference to the Executive Council provided a decision could be reached within a reasonable time.

Delegate Wheeler desired the Executive Council to convene at as early a date as possible to take action upon this question.

Delegate Fox favored reference to the Executive Council.

Delegate Buchanan opposed reference to the Executive Council.

Delegate Sherman said he was not opposed to the committee's report.

Delegate Downing opposed the committee's report and desired immediate action.

The previous question was called for.

Agreed to.

The report of the committee was adopted.

Delegate Slayton wanted to know if the charter of the United Brotherhood of Carpenters and Joiners of America would be revoked in case they failed to live up to the decision of Arbitrator Downey.

President Gompers stated that as soon as possible an official communication will be forwarded to the United Brotherhood of Carpenters and Joiners containing the action of the convention.

**Resolution No. 188.**—By Delegate Robert A. Callahan of Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America: Charges by Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America vs. the Central Federated Union of New York City.

**WHEREAS**, The Central Federated Union of New York City has seated in its body delegates from a local union suspended by its international union, namely, delegates from a local union as Amalgamated Waiters' Union No. 1, formerly affiliated with the Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America; therefore be it

**RESOLVED**, By the American Federation of Labor, in Convention assembled, that the Central Federated Union of New York City be instructed to unseat said delegates and recognize the local affiliated with the Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America under penalty of revocation of its charter.

Committee on Grievances recommends that Section 5, Article 4, of the constitution of the American Federation of Labor be complied with.

Report of committee concurred in.

**Resolution No. 254.**—By Delegates of International Brotherhood of Teamsters:

**WHEREAS**, There was of recent date a charter issued to the Brotherhood of Railway Expressmen of America by the Executive Council of the American Federation of Labor; and

**WHEREAS**, Said organization has by reason of accepting to membership therein drivers of teams, and by so doing have spread their influence to such an extent that all drivers engaged in similar work are intimidated and coerced into joining said organization through its local unions, and furthermore, in several instances have completely disrupted several local unions that were affiliated with the former Team Drivers' International Union and the Teamsters National Union, and we fully agreeing in the belief that all drivers of vehicles of any and all descriptions can and will have better protection through affiliation direct with the organization of their craft; therefore be it

**RESOLVED**, That this convention instruct the Brotherhood of Railway Expressmen to at once issue transfer cards to all drivers who are now members thereof to the International Brotherhood of Teamsters; and be it further

**RESOLVED**, That this convention request said brotherhood to conform to the laws of the American Federation of Labor, and the instructions of the Executive Council thereof in this matter.

Committee on Grievances recommends the adoption of the resolution by amending it as follows:

Strike out of the original resolution, all words after "Union" in the ninth line of the Preamble.

Report of committee concurred in.

**Resolution No. 255.**—By Delegates of International Brotherhood of Teamsters:

**WHEREAS**, There is known to exist and is affiliated with the American Federation of Labor an organization known as the United Brewery Workmen of America; and

**WHEREAS**, Said organization has issued charters to, and accepted to membership, local unions of beer wagons drivers, whose vocation is identical with that of the International Brotherhood of Teamsters; and

**WHEREAS**, We believe that the interests of all wage earning teamsters can best be conserved by and through affiliation with the organization of their craft; therefore be it

**RESOLVED**, That this convention take such action as will tend to compel the United Brewery Workmen's International Union and through their proper officials to instruct their local unions to surrender by transfer card all drivers now members of said local unions to the International Brotherhood of Teamsters; and be it further

**RESOLVED**, That the United Brewery Workmen's International Union be instructed to cause such transfer cards to be issued at the very earliest possible date.

Committee on Grievances reports unfavorably on this resolution only in so far

as it is covered by the action of the Louisville, Ky., convention.

Moved that the report of the committee be concurred in.

Delegate Furman spoke at length against the committee's report.

Delegate Curran moved the previous question.

Agreed to.

The report of the committee was adopted.

Resolution No. 222.—By Delegate John McNeil, Ed. for Thos. Flynn and David A. Malloy, of Boilermakers and Iron Shipbuilders:

WHEREAS, We, the Boilermakers and Iron Shipbuilders, request that all lodges of boilermakers and iron shipbuilders' helpers now under the jurisdiction of the American Federation of Labor be turned over to the Brotherhood of Boilermakers and Iron Shipbuilders. By those helpers holding their charters from the American Federation of Labor we, the boilermakers, have not the control over them in time of trouble with our employers necessary to make a success of our movement. We also contend that owing to the apprentice system in our trade being opposed by our employers, the helpers are practical men under instruction who are helpers today and will be boilermakers tomorrow. Consequently we claim they are part of our family and should be under the jurisdiction of our organization; therefore be it

RESOLVED, That all boilermakers and iron shipbuilders' helpers now holding their charters from the American Federation of Labor be turned over to the Brotherhood of Boilermakers and Iron Shipbuilders; and be it further

RESOLVED, That all charters issued in the future to boilermakers and iron shipbuilders helpers must be secured from the Brotherhood of Boilermakers and Iron Shipbuilders of America.

Committee on Grievances recommends that this resolution be referred to the Executive Council for final action.

Report of the committee concurred in.

Resolution No. 223.—By Delegate L. W. Quick of the Order of Railroad Telegraphers:

WHEREAS, The Amalgamated Association of Street and Electrical Railway Employees have admitted railroad telegraphers, working as such to their organization; and

WHEREAS, Such employees rightfully belong to the Order of Railroad Telegraphers, and

WHEREAS, Every endeavor has been made by the Order of Railroad Telegraphers to amicably adjust the matter by the appointment of a committee which met a like committee from the Amalgamated Association of Street and Electrical Railway Employees, but who were unsuccessful in accomplishing anything in this direction; therefore be it

RESOLVED, That the Amalgamated Association of Street and Electrical Railway Employees be and are hereby instructed and directed to turn over the membership of such railroad telegraphers to the Order

of Railroad Telegraphers and to, in the future, refrain from admitting railroad telegraphers into their organization.

Committee on Grievances recommends that no action be taken as the subject matter has been referred by mutual consent to the organizations involved for adjustment.

Report of committee concurred in.

Resolution No. 206.—By Delegate J. C. Bahlhorn:

WHEREAS, There is constant turmoil and conflict between the Amalgamated Woodworkers of America and the Brotherhood of Painters, Decorators and Paperhangers of America as to the right, jurisdiction and control of the latter organization to do the work, which of right belongs to it; and

WHEREAS, We have seen the evil effects of allowing the Amalgamated Woodworkers to do painting, hard wood finishing and decorating inasmuch as the long hours and small wages paid to the members of the Amalgamated Woodworkers, which is practically nine and ten hours all over the country, and wages from twenty to thirty per cent less—will compel the painters now belonging to the Brotherhood to return to longer hours and shorter wages, gradually forcing the Brotherhood of Painters, hard wood finishers and decorators to compete with men working in the various shops; and

WHEREAS, The work done on buildings and for buildings comes into open competition with men now having the eight hour day and pretty generally a minimum rate of wages of three dollars, as against a much lower rate paid to the Amalgamated Woodworkers; therefore

RESOLVED, That our right to work and absolute jurisdiction and control over all painting, decorating, hardwood finishing and kindred trades as now enumerated in its constitution be sustained and conceded; and

WHEREAS, The contract entered into between the Amalgamated Woodworkers and the Brotherhood of Painters, Decorators and Paperhangers on March 3, 1903, has been violated in various cities, particularly so in Indianapolis, Milwaukee, Boston and Chicago; therefore

RESOLVED, That this Convention shall concede to us all work which is now given to us in our charter by the American Federation of Labor.

Committee on Grievances recommends that no action be taken on this resolution, as the national officers have been requested to take up the matter for adjustment and it is thought that the matter can be adjusted without being acted upon by this Convention.

Moved that the report of the committee be concurred in.

Delegate Kneeland of the Painters stated that delegates representing the Painters and the Woodworkers had signed an agreement, thus ending the controversy.



Delegate Mulcany of the Woodworkers corroborated the statement of Delegate Kneeland.

The report of the committee was adopted.

Resolution No. 283.—By Delegate Wm. C. Cornish of International Slate and Tile Roofers' Union of America:

The International Slate and Tile Roofers' Union of America wishes to enter a protest against the Amalgamated Sheet Metal Workers for infringing on their work, the Slate and Tile Roofers of America claim all metal work pertaining to a slate or tile roof outside of where solder is required.

Committee on Grievances recommends that no action be taken, as the subject matter will be taken up and settled by the Executive Boards of the two organizations involved.

Report of committee concurred in.

Resolution No. 213.—By Delegates W. O. Powell, C. Harry Hoke, H. C. Buckley of Shirt, Waist and Laundry Workers:

WHEREAS, The Executive Council of American Federation of Labor on April 24, 1903, gave a decision on the jurisdiction dispute between the Shirt, Waist and Laundry Workers' International Union and the United Garment Workers of America; and

WHEREAS, In spite of the effort of President Gompers, the bodies interested have failed to make an agreement with an object of carrying out the spirit of the decision of the Executive Council; be it

RESOLVED, That the president appoint a referee to meet with three representatives of the United Garment Workers of America and a like committee of the Shirt, Waist and Laundry Workers' International Union, with an object of having an agreement made that will carry out the spirit of the decision of the Executive Council; and be it further

RESOLVED, That the Executive Council use every effort to advertise any agreement or decision in this matter.

Committee on Grievances recommends that no action be taken, as the resolution was withdrawn, the parties having reached some understanding.

Report of committee concurred in.

Resolution No. 290.—By Delegate Herman Grossman of the International Ladies' Garment Workers' Union:

WHEREAS, The attention of the International Ladies' Garment Workers' Union has been called to the fact that a movement is on foot within the Manhattan Association of Knife Cutters at New York City to the effect that said organization will probably decide to become affiliated with the American Labor Union; and

WHEREAS, Such action it appears has been made possible by the refusal of the Laundry Workers to grant said Manhattans a charter as promised one year ago; and

WHEREAS, the general secretary of the International Ladies' Garment Workers has repeatedly communicated with the Shirt, Iron and Laundry Workers upon this subject, but failed to receive a reply;

RESOLVED, That the twenty-third Convention of the American Federation of Labor hereby directs the Laundry Workers to fairly and justly deal with the International Ladies' Garment Workers' Union so that harmony can be established in this industry.

Committee on Grievances reports favorably.

Report of committee concurred in.

Resolution No. 266.—By Delegate John S. Henry of International Wood Carvers' Association:

WHEREAS, Continued friction is occurring from time to time over jurisdiction of work; and

WHEREAS, The Amalgamated Wood Workers have wood carvers in their organization, thereby creating a dual organization; therefore be it

RESOLVED, That the Amalgamated wood workers cease taking wood carvers into their organization and transfer all wood carvers in their organization at the time to the organization of their trade, The International Wood Carvers' Association.

Committee on Grievances finds that the representatives of the Wood Workers and Wood Carvers' organizations practically agree on jurisdiction, with the exception of the words "Hand Carvers."

Committee recommends that all Wood Carvers with the exception of Machine Wood Carvers be members of the International Wood Carvers' Association.

Delegate John Henry favored the report of the committee and hoped it would be carried into effect.

Report of committee concurred in.

Resolution No. 295.—By Delegate Geo. Burns of Electrical Workers:

I desire to enter a protest against the seating of the delegates of the street car men under their present title, the same having been amended since the last Convention without the knowledge or consent of the International Organization of Electrical Workers.

Committee on Grievances recommends that the Executive Council be required to immediately give a decision as to the jurisdiction of the Amalgamated Street Railway Employees' Association under the new charter.

Moved that the report of the committee be concurred in.

President Gompers stated that President Mahon had wired him that the Amalgamated Street Railway Employees' Association claimed no extension of jurisdiction under the new charter.

Delegate Burns favored the report of the committee.

The report of the committee was adopted.

Resolution No. 242.—By Delegates Otto Gaestel, Louis Kemper, E. F. Ward, Fred Lapp, of International Union United Brewery Workers:

WHEREAS, The International Union of the United Brewery Workmen was chartered in the year of 1886 under the title "Journeyman Brewers' Union"; and

WHEREAS, On March 4th, 1887, on application of the Brewery Workers' Union a new charter was issued to said body under the title of "United Brewery Workers' Union of the United States," thereby extending their jurisdiction over all employees of breweries; and

WHEREAS, The official booklet of the American Federation of Labor, entitled, "Instructions to Organizers," contains the following in reference to the International Union of United Brewery Workers of America, viz.: "All brewery workers are eligible to membership in this organization, with the exception of foremen, bosses and office help. Charters are granted to ten or more brewery workers"; and

WHEREAS, The Brewery Workers have since the issuing of said charter organized all branches of the brewing industry, including brewers, drivers, bottlers, freight handlers, malsters, engineers, firemen, stablemen, oilers and helpers, in fact all help not excepted, as per instructions to organizers; therefore be it

RESOLVED, That it is the sense of this Convention that the jurisdiction granted by charter issued March 4th, 1887, and since extended in order to cover all America, be hereby reaffirmed and permanently established.

Committee on Grievances recommends no action be taken, as the subject matter has been acted upon by the Convention.

Moved that the report of the committee be concurred in.

Delegate Kemper said he would like to know if these attacks on the brewery workers were to be continued.

The report of the committee was adopted.

JOHN A. MOFFITT, Chairman.  
WILLIAM J. O'BRIEN,  
THOS. F. TRACY,  
WM. H. FRAZIER,  
HERMAN ROBINSON,  
MARTIN P. HIGGINS,  
T. L. LEWIS, Secretary.

Grievances Committee.

Report of Committee on Grievances concurred in as a whole.

Delegate Driscoll moved that the whole matter be referred to the Executive Council, with instructions to appoint a committee to visit the employing brewers of New York and endeavor to have them have their horses shod by union horse shoers.

Delegate Kemper wanted the delegates to understand that the brewery workers were not working in opposition to the horse shoers.

The previous question was called for.

Agreed to.

The motion of Delegate Driscoll was adopted.

On motion it was decided to continue in session until we adjourn sine die.

Delegate Kidd secured unanimous consent to introduce the following resolution:

Resolution No. 296.—By Delegate Thos. I. Kidd of Woodworkers:

RESOLVED, That the thanks of the twenty-third annual Convention of the American Federation of Labor are hereby extended to the citizens of Boston, the Central Labor Union, and the press for their hospitable treatment accorded the delegates. We shall always hold in grateful remembrance our experience in this city, which has proven both pleasant and profitable to those who have attended this convention; and our thanks also extended to the Hon. P. A. Collins, Mayor of Boston, the City Council, and the custodian of Faneuil Hall.

On motion, the resolution was adopted.

Delegate Wheeler, for the Committee on Organization, reported as follows:

Resolution No. 293.—By Delegate Mrs. Nellie D. Parker, Galesburg Trades and Labor Assembly:

WHEREAS, A number of international and local unions have had unusual success in recent years in the organization of women wage earners; and

WHEREAS, Cases frequently arise in which an experienced woman organizer is needed to assist in the work; be it

RESOLVED, That the Executive Council be instructed to include at least one woman among the organizers of the American Federation of Labor for the ensuing year.

Committee on Organization reports favorably.

JAMES O'CONNELL, Chairman.  
F. C. WHEELER, Secretary.  
A. B. LOEBENBERG,  
THOMAS H. FLYNN,  
D. D. DRISCOLL,  
G. V. LITTHALL,  
FRANK RIST,

Committee on Organization.

Report of committee concurred in.

Delegate Macarthur, for the Committee on Executive Council's Report, submitted the following:

AMALGAMATION, JURISDICTION, ETC.

We endorse the action of the Executive Council in the affairs of the following organizations: International Upholsterers' Union and Upholsterers' Union of New York City; International Association of Allied Metal Mechanics and the local plumbers' union of Pittsburg; Ladies' Garment Workers' International Union, and the Shirt, Waist and Laundry Workers' International Union; United Association of Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers, and the International Brotherhood of Electrical Workers;

## REPORT OF PROCEEDINGS

Shirt, Waist and Laundry Workers' International Union and the United Garment Workers of America.

Concurred in.

# **SHEET METAL WORKERS AND PAINTERS.**

The committee was notified that negotiations are pending between the representatives of these organizations looking to a settlement of the points in dispute. We therefore indorse the Executive Council's report in this particular.

Concurred in.

# **UNITED BROTHERHOOD AND AMALGAMATED SOCIETY OF CARPENTERS.**

We indorse the report of the Executive Council in this regard.

Concurred in.

# **UNITED ASSOCIATION OF PLUMBERS AND NATIONAL ASSOCIATION OF STEAM FITTERS.**

We recommend that this case be reopened, on the ground that these are separate and distinct trades; that a charter be granted to the National Association of Steam Fitters; that both parties shall be directed to turn over to the respective organizations those members now commonly employed in the line of work claimed by each organization, and that the Executive Council be instructed to define the jurisdiction of both organizations for their future guidance. (Resolution No. 116, by D. D. Driscoll of Boston Central Labor Union, is covered by the foregoing.)

Delegate Macarthur moved concurrence in committee's report.

Delegate Kelly opposed the committee's report.

Delegate Lennon opposed the committee's report.

Delegate Duncan protested against the report of the committee and urged the delegates to vote it down.

Delegate Kneeland moved that the privilege of the floor be given to a representative of the steam fitters for ten minutes.

Adopted.

Mr. John Mangan, as the representative of the Steam Fitters, spoke for 20 minutes in favor of the committee's report.

Delegate Agard supported the committee's report.

Delegate Leonard opposed the committee's report.

Delegate Driscoll favored the committee's report.

Delegate Debarrey favored the report of the committee.

Delegate Frey said there was such a thing as trade autonomy and industrial autonomy.

Delegate Spencer spoke against the report of the committee.

Delegate Henry spoke upon the question.

Delegate McMahon called for the previous question.

Agreed to.

The roll was then called with the following result:

In Favor—Winslow (C. W.), McGovern, Jennings, Fyfe, Henry (J. S.), Gengenback, Clerks' delegation, 250 votes, Electrical Workers' delegation, Steam Engineers' delegation, Henry (Timothy), Kirley (Jno.), Curran, Agard, Morris (J. J.), Hatters' delegation, Horseshoers' delegation, Lathers' delegation, Warner, Hammerstrom, Metal Polishers' delegation, Wheeler (C. D.), Painters' delegation, Papermakers' delegation, Murray, Printing Pressmen's delegation, Richmond, Railroad Telegraphers' delegation, Seamen's delegation, Hayes, Williams (G. W.), Sangster, Teamsters' delegation, Hughes (T. L.), Mahoney (P.), Fildew, Driscoll, Coleman, Barrett (John), Walsh (P.), Porter, Holland, McKee, Swartz, Macarthur, Debarrey, Dale, Roche (E. J.), Hoehn, Field, Timilty, representing 2,998 votes.

Against—Mulholland, Devlin, Schaefer, Boilermakers' delegation, Tobin (J. F.), Brewery Workers' delegation, Brick, Tile and Terra Cotta Workers' delegation, Buchanan, Brotherhood of Carpenters' delegation, Jackson, Tveitmo, Cigarmakers' delegation, Clerks' delegation, 250 votes, Feeney, Shamp, Garment Workers' delegation, Hayes (D. A.), Granite Cutters' delegation, Hod Carriers and Building Laborers' delegation, Hotel and Restaurant Employes and Bartenders' delegation, Longshoremen's delegation, O'Connell (James), Downey (P. J.), Kurten, United Mine Workers' delegation, Iron Moulders' delegation, Dold, Plumbers' delegation, Halles, Street Railway Employes' delegation, Edwards (T. J.), Stage Employes' delegation, Lennon, Qualey, Tobacco Workers' delegation, Typographical Union delegation, Hunter, Woodworkers' delegation, White (J. P.), Leonard, Poplowsky, Casey (J. J.), Casey (Louis), Morrison (A. W.), Clay, Reid (J. J.), Parker (Mrs. N. D.), Smith (J. T.), Drake, Cohen, Alney, Gottlob, Thompson, Neal, Arvidson, McKelvey, Burman, Myler, O'Connell (M. J.), Payne, Pectz, Whiteman, Haskell, Darcy, representing 8,240 votes.

By a vote of 8240 against to 2998 in favor the motion to concur in the committee's report was lost.

Delegate Duncan moved that the decision of the arbitrator and the Executive Council be sustained.

The motion was adopted.

# **METAL MECHANICS, METAL WORKERS, AND MACHINISTS.**

We indorse the action of the Executive Council in the effort to adjust the differences between these organizations upon the question of jurisdiction.

Concurred in.

**BREWERY WORKERS—TEAMSTERS.**

We indorse the action taken in this matter and recommend a continuance of the negotiations for the settlement of the differences between these organizations.

Concurred in.

**LONGSHOREMEN AND SEAMEN.**

In reporting upon this head we would point out that notwithstanding the refusal of the last Convention to sanction the change in name asked for by the International Longshoremen's Association, that organization has been for some time past, and still is, transacting business under the title of "International Longshore, Marine and Transport Workers of America." This we regard as an act of bad faith on the part of the International Longshoremen's Association, calculated to mislead the public and to injure the interests of other affiliated organizations and to cause serious complications and we recommend that the action of the International Longshoremen's Association in this regard be disapproved and that that organization be required to transact all its business under the title recognized by the American Federation of Labor.

Concurred in.

**AMALGAMATION, JURISDICTION, ETC.**

We indorse the action of the Executive Council in reference to the affairs of the following named organizations: Wood, Wire and Metal Lathers and Carpenters, Silk and Textile Workers, Bakers, Cloth Hat and Cap Makers, Blast Furnace Workers, International Brotherhood of Teamsters and Brotherhood of Railway Expressmen of America, United Mineral Mine Workers of North America, and National Association of Blast Furnace Workers and Smelters of America, Order of Railway Telegraphers and Amalgamated Association of Street and Electric Railway Employees of America, International Brotherhood of Blacksmiths and United Mine Workers of America.

Concurred in.

We indorse and direct special attention to the recommendation of the Executive Council in connection with the application of the Packers for an extension of jurisdiction, namely, "that any international union contemplating either changing its title or extension of its jurisdiction should be required first to confer with the officers of the American Federation of Labor and also with the international union likely to be affected."

Delegate Schaerer opposed the report of the committee.

Delegate Farley favored the report of the committee.

Concurred in.

**LEGISLATION.**

We indorse the efforts of the Executive Council to secure the enactment of the measures enumerated in the report, and we recommend a continuance of those efforts and the appointment of a legislative committee to render assistance therein.

Delegates Barnes and Swartz opposed the committee's report.

Delegate Morris favored the report of the committee.

Delegate Hoehn opposed appointment of a committee.

Delegate Furuseth favored the report of the committee.

Report of the committee concurred in.

Delegates Kemper, Hoehn, Barnes, Gas-kill, Mahoney and Avidson desired to be recorded in the negative.

**THE PRESIDENT AND LABOR.**

The main subject matter of this part of the report having been referred to another committee, it only remains for this committee to indorse the steps taken to secure the release of E. W. Clark and congratulate the Executive Council for the success thereof.

Concurred in.

**EXECUTIVE COUNCIL CIRCULAR.**

The committee approves the circular of September 30, 1903, setting forth the position of the American Federation of Labor in the matter of proposed legislation.

Concurred in.

**MAINTENANCE OF AGREEMENTS.**

We indorse the declaration of the Executive Council in favor of the policy of formal agreements between employers and employees. We reiterate the language of the Executive Council in refutation of the charge that trade-unions are guilty of indifference to the obligations assumed under such agreements or are unable to discharge such obligations, and point to the records in substantiation of our position. At the same time, we would renew the injunction upon all affiliated bodies that they use the utmost possible care, first, in the drafting of agreements, particularly in guarding against conditions which may lead to complications with other labor organizations, and, secondly, in keeping these agreements inviolate once they are entered into.

Concurred in.

**SUITS AT LAW.**

We approve the warning uttered by the Executive Council regarding the danger of organizations becoming involved in litigation should they adopt the plan of incorporation recently proposed by many persons and newspapers, and we concur in the repudiation of the charges, implied or positive, made against the law-abiding character and methods of the labor movement and the members thereof.

Concurred in.

**UNITED METAL WORKERS' INTERNATIONAL UNION.**

We endorse the action taken upon the various applications for the revocation of the charter of this organization.

Concurred in.

### PHILIPPINE-HAWAII-CHINA-JAPAN LABOR CONDITIONS.

We indorse the action of the Executive Council in commissioning Mr. Ed. Rosenberg to investigate the industrial conditions of Hawaii and the other localities named. We recommend a careful perusal of the valuable and comprehensive reports submitted by Mr. Rosenberg and published in the "American Federationist." We recommend that these reports be republished in form suitable for general circulation, copies of the same to be issued at cost price.

Concurred in.

### CANADIAN AFFAIRS.

We indorse the action of the Executive Council in relation to the affairs of our fellow trade-unionists in Canada, and we recommend that the 50-cent rate of dues be maintained as a condition of receiving assistance from the defense fund.

Concurred in.

### THE DENVER SITUATION.

We indorse the action taken in regard to the condition of the labor movement in Denver, Col., and locality, and recommend a continuance of the efforts to unite the labor organizations in that locality under the jurisdiction of the American Federation of Labor.

Concurred in.

### LOANS REQUESTED.

We indorse the action of the Executive Council in the matter of requests for loans, and we recommend to affiliated bodies a strict compliance with the suggestion looking to the creation of substantial union funds.

Concurred in.

### ORGANIZER LEONARD MALTREATED.

We find upon hearing testimony that Organizer Leonard has been submitted to gross outrage while in the pursuit of his duty to the American Federation of Labor, and we believe it to be our duty, to the labor movement as well as to Mr. Leonard personally, to use every possible means of securing redress therefore. We therefore recommend that the Executive Council be instructed to defray the cost of the prosecution in this case upon the condition that the money thus expended shall be refunded out of any damages secured by Mr. Leonard.

Delegate Bohnen moved as an amendment that we strike out the words "such cost not to exceed \$2,250" and insert the words "such amount as the Executive Council may deem necessary."

The amendment of Delegate Bohnen was adopted.

The committee's report as amended was adopted.

### THE SUBSTITUTE ABUSE.

We indorse the remarks of the Executive Council under this head and submit them to the discriminating judgment of the Convention.

Concurred in.

### FLAG AND BANNER, UNION LABELS, ETC.

The report by the Executive Council under the heads "Flag and Banner," "Union Labels," "We Don't Patronize I. List," "Removed From Unfair and Placed Upon Fair List," "Removed From Unfair List," "Contributions," "Conclusion," is hereby indorsed.

Concurred in.

Your committee desires, in concluding its report to commend the Executive Council for the evidence of diligent and conscientious discharge of duty displayed by the summary of the year's work. We desire hereby to express our keen sense of appreciation of the services rendered by the Executive Council and to commend that body to the gratitude and co-operation of the membership of the American Federation of Labor.

Concurred in.

JOHN PHILLIPS,  
EZRA A. PERKINS,  
GEO. SANGSTER,  
COLLIS LOVELLY,  
E. A. AGARD,  
JOHN HAMMERSTROM,  
Chairman.  
W. MACARTHUR, Secretary.

Moved that the report of the Committee on Executive Council's Report as amended be adopted as a whole.

Delegate Swartz asked regarding Resolution No. 202.

Delegate Macarthur stated that action had been taken upon the resolution.

Delegate Bohnen asked in regard to the resolution covering the indorsement of the Carpenters' label.

Delegate Agard stated that it had been acted upon.

Secretary Morrison, for the special committee appointed to visit non-union publishing houses, reported as follows:

To the Officers and Delegates of the Twenty-third Annual Convention of the American Federation of Labor.

Gentlemen:—Your special committee appointed to wait upon certain printing concerns in Cambridge with a view to having them unionize, beg leave to report as follows:

The management of the Riverside Press and the University Press refused to have anything whatever to do with your committee. They would not even grant us an interview.

We had an interview with the manager of the office of Ginn & Co., but received

no satisfaction. The concern refused positively to unionize its plant.

Your committee would recommend that it be the sense of this convention that the American Federation of Labor is in full accord and sympathy with the Allied Printing Trades in their efforts to unionize these concerns and pledge them our heartiest support to bring it about.

ED. HIRSCH, Chairman.  
JOHN S. HENRY.

The report of the committee was adopted.

Secretary Morrison for the Committee on Labels submitted the following report:

WHEREAS, We realize that by the use of Union Labels on the necessities and luxuries of life, that organized labor secures its only protection; and

WHEREAS, By the judicious use of the Union Label on all goods manufactured by organized labor we can successfully combat the evils of prison-made and sweat-shop goods, thereby guaranteeing purity and clean and healthful conditions in factories, mills and shops; therefore be it

RESOLVED, By the American Federation of Labor at its twenty-third annual Convention that it reaffirm and reindorse all labels of the various organizations affiliated with the American Federation of Labor; and be it further

RESOLVED, That, as it is the duty of all members of organized labor and its friends to demand and accept only such goods as bear the Union Label, although it seems like a waste of time to keep on reminding members of organized labor of this fact, we feel that it is our duty to call attention to the carelessness and thoughtlessness of members of organized labor purchasing unfair-made goods, despite the fact that they are union men, and fully realize that only in the purchase of Union Labeled goods can the purchasers get the full value of their purchase and the very best that can be produced at the price asked for any article purchased; and therefore be it

RESOLVED, That a copy of these resolutions be sent to all affiliate, international, state and central bodies of the American Federation of Labor, with instructions that the same be read at all conventions and meetings of the bodies, and published in the "Federationist," and labor press of the country, with a view to having organized labor and its friends demand the Union Label on all goods when making purchases, thereby getting the best goods for the price.

JAS. WOOD, Chairman,  
EDMOND F. WARD,  
JOHN F. TORIN,  
JAS. P. MAHER,  
ED. HIRSCH, Secretary.

Report of committee concurred in.

Secretary Morrison, for the Committee on Executive Council's Report, submitted the following:

By way of giving direction to the sentiment herein expressed, we offer the following rules for the guidance of the organizations involved in jurisdiction disputes:

1.—Except in the case of those disputes

satisfactorily adjusted by this Convention, by mutual agreement or by other means, organizations now in disagreement upon questions of jurisdiction shall permit the disputed points to rest in abeyance for the period of one year.

2.—During this period organization shall be permitted to retain and exercise jurisdiction so far as the same is now actually established, certificates of membership to be regarded as prima facie evidence of jurisdiction.

3.—During this period men and women holding certificates of membership in two or more organizations, shall, should the question of jurisdiction over such men and women be raised by either or any organization, be required and permitted to individually choose the organization to which they prefer to acknowledge allegiance. Having so chosen, such men and women shall be conceded to the jurisdiction of the organization or organizations to which they have respectively tendered their allegiance.

4.—During this period the respective organizations shall continue the work of organization among non-unionists and shall have and exercise jurisdiction over those thus organized without let or hindrance from any source.

Moved that the report be concurred in.

Delegate Wheeler wanted to know if in case the proposition covering jurisdiction was adopted it would interfere with the Executive Council in passing upon matters of jurisdiction referred to it for adjudication.

Delegate Agard stated that it was only offered as a suggestion.

Delegate Duncan opposed the adoption of the report, claiming that it would undo all the work that had been done by the Convention in regard to jurisdiction controversies.

Delegate Warner moved that the whole matter be laid upon the table.

The motion was adopted.

Delegate Ryan, for the Committee on Resolutions, made the following report:

Resolution No. 286.—By Delegate A. E. Hill of Tennessee Federation of Labor:

WHEREAS, Section 2, Article 12, of constitution of American Federation of Labor, provides that it shall be the duty of all national and internationals affiliated with the American Federation of Labor to instruct their local unions to join chartered central labor unions and state federations in their vicinity where such exist. Similar instructions shall be given by the American Federation of Labor to all trade and federal labor unions under its jurisdiction; and

WHEREAS, the State Federations and central bodies have been of great service to the labor movement; and

WHEREAS, The State Federations and central bodies could be materially strengthened by having the locals of the various nationals and internationals and the organizations chartered direct by the Ameri-

can Federation of Labor to carry out the provisions in Section 2, Article 12, and it also would cause the formation of additional State Federations and central bodies; therefore be it

RESOLVED, By the American Federation of Labor, in convention assembled, that the Executive Council be instructed to issue a circular calling the attention of the national and international organizations affiliated, and the organizations chartered direct, to Section 2, Article 12, of the constitution, and request said organizations to comply with the provisions of the section.

Committee on Resolutions reports favorably.

Report of committee concurred in.

Resolution No. 100.—By Delegate George W. Williams of Stereotypers and Electrotypers' International Union:

RESOLVED, That request contained in petition presented by members of Boston trade unions, asking for use of Faneuil Hall for Saturday evening, Nov. 21, for an anti-trust meeting be granted, provided that hall shall not be required by Convention on that evening.

Committee on Resolutions reports resolution withdrawn.

Report of Committee concurred in.

Resolution No. 208.—By Delegate G. A. Hoehn of the Federal Labor Union, 6482:

WHEREAS, There exists a controversy between the Boot and Shoe Workers' Unions of St. Louis and the general officers of the Boot and Shoe Workers' Union, which has resulted in the revocation of the charters of all the St. Louis local unions, nine in number, involving over 1900 members;

WHEREAS, The Central Trades and Labor Unions of St. Lou's, by almost unanimous vote, have gone on record that this controversy should be settled at the special convention of the Boot and Shoe Workers' Union, to be held in January, 1904;

WHEREAS, This controversy will, if continued, work irreparable injury, not only to the shoe workers, but to the entire trades union movement in St. Louis; therefore be it

RESOLVED, That a committee of five be appointed by this Convention to use their good offices to bring about a cessation of hostility and a permanent solution, by amicable settlement of the controversy.

Committee on Resolutions reports unfavorably.

Moved that the report of the committee be concurred in.

Delegate Debarrey opposed the report of the committee.

Delegate Tobin favored the report of the committee.

The report of the committee was adopted.

Resolution No. 228.—By Delegate John W. Browning of the Meadville, Pa., Central Labor Union:

WHEREAS, the progress or organization

is retarded through the indiscrimination of race, etc.; be it

RESOLVED, That we recommend that more attention be paid to the usefulness of the worker and a more thorough understanding reached of the consequences of retarding the movement and producing a condition where possible competition may exist.

Committee on Resolutions reports unfavorably on the ground that the subject matter is already covered by the constitution of the American Federation of Labor..

Report of committee concurred in.

Resolution No. 41.—By Delegate Russell R. Hunt of the United Association of Plumbers, Gasfitters, etc.:

RESOLVED, That all central bodies be instructed to unseat all independent locals of Steam and Hot Water Fitters, and only locals of Steam and Hot Water Fitters affiliated with the United Association of Journeymen Plumbers, Gasfitters, Steamfitters and Steamfitters' Helpers of United States and Canada to be accorded seats therein.

Resolution No. 42.—By Delegate John S. Kelley of United Association:

RESOLVED, That affiliated national and international unions are hereby instructed to recognize only steam and hot water fitters connected with the United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada.

Committee on Resolutions, on account of subject matter having been fully discussed and disposed of by the convention, refer Resolutions 41 and 42 to the Executive Council for any further action that may be necessary in line with the action of the convention.

Report of committee concurred in.

Resolution No. 45.—By Delegate Walter Macarthur of San Francisco Labor Council:

WHEREAS, Federal Labor Union, No. —, and Tie Makers' Union, No. —, both of Fort Bragg, Cal., are now, and have been for many months, on strike against the Union Lumber Company, a concern having its headquarters at San Francisco; and

WHEREAS, The sole purpose of said strike is to guarantee to the men involved the right to organize for the protection and advancement of their conditions of employment; therefore be it

RESOLVED, That the American Federation of Labor, in convention assembled, extends its indorsement and sympathy to the affiliated organizations involved in this contest, and pledges its support in the conduct thereof; and further

RESOLVED, That all affiliated bodies are hereby urged to contribute financially to the support of the organizations named herein.

Committee on Resolutions reports favorably.

Report of committee concurred in.

All of which is respectfully submitted by your Committee on Resolutions.

JAMES DUNCAN, Chairman,  
W. D. RYAN, Secretary,  
JAMES J. CREAMER,  
JOHN HENRY,  
D. J. KEEFE,  
JOHN SLOCUM,  
J. P. FREY,

Committee.

Report of committee adopted as a whole as amended.

Delegate Ryan secured unanimous consent to introduce the following resolution:

Resolution No. 297.—By Delegate W. D. Ryan of United Mine Workers:

WHEREAS, A resolution was introduced at the recent convention of the Illinois State Branch of the American Federation of Labor by persons not members of the Boot and Shoe Workers' Union, and not authorized by any local union or the International Union, declaring that the Hamilton-Brown Shoe Co., St. Louis, Mo., had secured the use of the union stamp by misrepresentation and fraud; and

WHEREAS, This statement is absolutely untrue, as the union stamp was secured upon a written application which bears the endorsement of the Joint Shoe Council of St. Louis, Mo., which is the executive authority in such matters, and that the arbitration contract with this firm was approved by the Joint Shoe Council of St. Louis, Mo., March 28, 1902, and signed by the International Union; and

WHEREAS, Evidence is at hand that some of the affiliated unions are hostile to the Hamilton-Brown Shoe Co; therefore be it

RESOLVED, That shoes made by Hamilton-Brown Shoe Co., union factory, St. Louis, Mo., and bearing Union Stamp No. 4, are entitled to the patronage of organized labor and that the Illinois State Branch of the American Federation of Labor be requested to send a circular to their affiliated unions in accordance with this resolution.

Moved that the resolution be adopted.

Delegate Boehm opposed the adoption of the resolution.

Delegate Tobin said he wanted only shoes bearing the union label to be purchased.

Delegate Qualey said the adoption of the resolution would be a guidance to the members of organized labor.

The motion to adopt the resolution was carried.

Delegate Fildew, for the Committee on Boycotts, submitted the following report:

Your Committee on Boycotts having under consideration the following resolutions would beg to respectfully report that this committee understands that new applications for placing firms or corporations on the unfair list that have not previously been before the Executive Council, must go before that body for investigation before becoming operative. And for this reason your committee recommends that the fol-

lowing new applications be so referred to the Executive Council for action:

Resolutions Nos. 9, 10, 21, 39, 61, 62, 63, 69, 81, 101, 114, 148, 174, 180, 183, 189, 201, 211, 227, 229, 230, 239, 245, 256, 264, 279, 281.

We recommend that former action be reaffirmed on Resolutions Nos. 14, 58, 156, 196 and 276.

Your committee recommends that Resolution No. 5 be amended to read as follows and referred to Executive Council:

Resolution No. 5.—By Delegate J. E. Larkin of International Union Flour and Cereal Mill Employees:

WHEREAS, The Washburn-Crosby Flour Milling Co. of Minneapolis, Minn., has demonstrated its absolute antagonism to organized labor, has scorned any adjustment and positively refused arbitration with a view to settling the grievances for which our organization is now out on strike; and

WHEREAS, Said Washburn-Crosby Flour Milling Co. has openly defied the American Federation of Labor and challenged it to place them or the products of their mills on its "we-do-not-patronize" list, and furthermore to emphasize their contempt for the American Federation of Labor and its "we-do-not-patronize" list a representative of said Washburn-Crosby Flour Milling Co. did sarcastically offer to give \$1,000 if they were so listed, claiming that it would benefit their business instead of injuring it; therefore be it

RESOLVED, By the American Federation of Labor in Convention assembled that the said Washburn-Crosby Flour Milling Co. of Minneapolis, Minn., and all of its products be placed on the "we-do-not-patronize" list, and all organized wage-earners be urged to uphold the dignity of our organization and to demonstrate its efficiency by adhering strictly to its injunction in letter and spirit.

Report of committee concurred in.

Resolution No. 215.—By Delegate Herman Lillen of International Hod Carriers and Building Laborers' Union of America:

WHEREAS, The Great Lakes Tug and Dredging Association of Chicago, Ill., holding the contract for the construction for the foundation of a flushing station which is to be a part of the great drainage system, has in the past month inaugurated a system which has for its purpose the overthrow of trades unionism and the destruction of the eight hour day, the company having refused to recognize organized labor of any craft or pay the union rate of wages; and

WHEREAS, The company refuses to treat with the representatives of organized labor or submit to arbitration the questions in dispute in order that a strike which now exists on the work may be settled; and

WHEREAS, Every other corporation, company or individual in and about Chicago engaged in this class of work carries on such work under union conditions and therefore are forced to compete with the Great Lakes Company; therefore be it

RESOLVED, By the delegates to the twenty-third annual Convention of the



American Federation of Labor, in regular meeting assembled, that the Great Lakes Tug and Dredging Association be declared unfair, and that its name be placed on the unfair list of this organization.

Committee on Boycotts recommends that this matter be referred to the Executive Council and that they delegate a representative to investigate and report.

Delegate Qualey supported the report of the committee.

Report of committee concurred in.

Resolution No. 37.—By Delegate Edward Carr of the Travelers' Goods and Leather Novelties Workers' International Union of America:

WHEREAS, The Executive Council of the American Federation of Labor has indorsed the action of the Travelers' Goods and Leather Novelties Workers' International Union in placing the N. Duncker Co., manufacturers of trunks and travelers' goods of Cincinnati, Ohio, on the unfair list; therefore be it

RESOLVED, That this Convention indorse the action of the Executive Council and instruct labor organizations and all working men and women that they buy no goods from the merchants who patronize the above-named unfair firm.

Committee on Boycotts recommend that the words "from the merchants who patronize" in next to the last line be stricken out and the words "manufactured by" be inserted, and that the resolution be then referred to the Executive Council.

Report of committee concurred in.

Resolution No. 134.—By Delegate Emil Schaerer:

WHEREAS, The boycott against the McKinley Bread Company of St. Louis, Mo., has been indorsed, first, at the Louisville convention, again at the Scranton convention and New Orleans convention of the American Federation of Labor; and

WHEREAS, The McKinley Baking Company has not as yet seen fit to come to a settlement satisfactory to the members of our international union; therefore be it

RESOLVED, That the twenty-third Convention again indorses the boycott and instructs the incoming president to send a circular letter to all affiliated unions in the states of Missouri, Illinois, Tennessee and Kentucky, requesting that the product of this unfair concern be not patronized.

Committee on Boycotts recommends that former action be reaffirmed and request complied with at expense of the organization represented.

Report of committee concurred in.

Resolution No. 135.—By Delegate Emil Schaerer:

WHEREAS, The boycott placed against the product manufactured by the Cracker Trust, also known as the National Biscuit Co., its head office being in Chicago, Ill., and having branches in a number of cities throughout the country; and

WHEREAS, It is the custom of this concern to hire, wherever and whenever possible, non-union and child labor, trying to disrupt our organization by discriminating against the members thereof; therefore be it

RESOLVED, That the twenty-third Convention reindorses the boycott on this concern and through the incoming president requests all its affiliated organizations to instruct their members not to buy any goods nor patronize any place in which the product bearing the stamp of The National Biscuit Company is in any way, shape or manner handled; and be it further

RESOLVED, That this notification shall be sent to all labor organizations not later than Dec. 15th, 1903.

Committee on Boycotts recommends that former action be reaffirmed and request complied with at expense of the organization interested.

Report of committee concurred in.

Resolution No. 217.—By Delegate A. E. Ireland of the International Association of Machinists:

WHEREAS, The Palmer Manufacturing Co. and the Williams' Cooperage Co. of Poplar Bluffs, Mo., locked out in all about 300 members of two Federal Labor Unions, because they refused to work last Labor Day;

WHEREAS, These unions have only been organized about nine months and therefore are not entitled to financial aid from the funds of the American Federation of Labor;

WHEREAS, Representatives of the American Federation of Labor have used their best endeavors to adjust this matter with the officials of the concerns in question, but with no results, the companies refusing to reinstate the men involved, stating that under no consideration would they allow a union man to enter their employ;

RESOLVED, That this Convention extend to its locked out members at Poplar Bluffs their hearty appreciation of the efforts that are being made by them to bring these antagonistic concerns to their proper senses, and that immediate steps be taken to place the product of the above mentioned companies on the "We Don't Patronize" list, and that some practical support be given to the locked out members in order that a complete victory can be speedily brought about.

Committee on Boycotts recommends reference to the Executive Council with power to act.

Report of committee concurred in.

Resolution No. 59.—By Delegate Michael Brayer of Cloth Spongers, No. 9,100.

WHEREAS, Repeated efforts have been made by cloth spongers of New York City and the Central Federated Union to organize the cloth spongers and examiners employed by Rogers, Peet & Co.; and

WHEREAS, The said firm of Rogers, Peet & Co. have refused to employ or permit union cloth spongers and examiners to work in their department; therefore be it

RESOLVED, That this twenty-third Con-

vention of the American Federation of Labor in session assembled condemn the actions of the firm of Rogers, Peet & Co., of N. Y., and recommend that all delegates assist in their fight against said firm; and be it further

RESOLVED, That said firm of Rogers, Peet & Co., of New York, be placed on the unfair list.

Committee on Boycotts reports unfavorably and recommends that the resolution be not concurred in and that the Garment Workers be requested to give all the aid in their power in organizing the examiners and spongers of the aforesaid firm.

Report of committee concurred in.

Resolution No. 124.—By Delegate Anton J. Engel of Upholsterers' International Union of North America:

WHEREAS, A combination known as the Department Stores and Dry Goods Association of the City of New York has been organized for the main purpose to antagonize and resist organized labor in its effort to organize the overworked and underpaid men, women and children in their employ; and

WHEREAS, The Upholsterers' International Union, through its representatives and officers have made repeated efforts to organize the upholsterers, carpet workers and drapers in the employ of the members of the department stores and dry goods associations, but were met with opposition on the part of said association, who not alone refuse to allow organized labor to gain a foothold in their establishments, but also refuse to employ members of the Upholsterers' International Union at the regular hours and wages of the union; and

WHEREAS, There are 112 firms in the City of New York employing over 900 members of the Upholsterers' International Union under agreement with the union at union wages and conditions, which are far above those being paid and enjoyed by our craftsmen employed by the department stores and dry goods association, thus creating unfair competition detrimental to the interests of the members of the Upholsterers' International Union; and

WHEREAS, The firms of R. H. Macy, Siegel Cooper & Co., and H. C. F. Koch & Co. have and are taking a prominent stand against the unionizing of the departments employing upholsterers, carpet workers and drapers, as well as in every other department of their establishment; therefore be it

RESOLVED, That the American Federation of Labor in Convention assembled declare the above-named firms unfair to organized labor, and that they be placed on the "we-do-not-patronize" list.

Committee on Boycotts recommends that inasmuch as this matter has already been in the hands of the Executive Council the action of the Executive Council be sustained and the resolution not adopted.

Report of committee concurred in.

Resolution No. 279.—By Delegate Jere Cotter of Gold Beaters' National Union of America:

WHEREAS, The Hastings Company of Philadelphia, Pa., which also comprises the Kemp Company of New York city, gold leaf manufacturers, have been placed upon the unfair list by the twenty-second annual convention of the American Federation of Labor; and

WHEREAS, The afore-mentioned concern has forced its employees to be organized into the Knights of Labor, which so-called organization supplied the said concern with an alleged label similar to that used by the Gold Beaters' National Union of America; be it

RESOLVED, That this twenty-third annual Convention hereby call upon organized labor in general and the Brotherhood of Painters and Decorators, Brotherhood of Bookbinders, Gilders, Sign Writers, Carriage Workers, and Tip Printers in particular to only use the gold leaf containing the label of the Gold Beaters' National Union of America, affiliated with the American Federation of Labor.

Committee on Boycotts recommends reference to the Executive Council.

Report of committee concurred in.

This committee in submitting its final report, desires to go on record as favoring the utmost caution in granting applications for space in the unfair list. If anyone is unjustly placed on the unfair list it tends to injure not only the organization directly in interest, but the entire labor movement, and the committee respectfully submit that any proposition submitted in good faith and having merit cannot suffer by undergoing a careful investigation to the end that the unfair list may not be too loosely applied while in the interest of one branch of organized labor it may be injurious to another.

FRANCIS FIELDS, Chairman,  
G. W. BURNS,  
ROBERT O. CALLAHAN  
D. W. FINN,  
R. M. QUALEY,  
CHARLES E. LANGLANDS,  
M. MIKOL.

Report of committee as a whole as amended adopted.

Delegate Leonard, for the Committee on Local and Federated Bodies, reported as follows:

To the Officers and Delegates of the Twenty-third Annual Convention of the American Federation of Labor:

Your Committee on Local and Federated Bodies begs leave to submit the following report:

Resolution No. 20.—By Delegate John Sinclair of Gloucester Central Union:

WHEREAS, The Quarry Workers, the Granite Cutters' and the Steam Engineers' and Firemen's Unions of Cape Ann have failed to affiliate with the Gloucester Central Labor Union after repeated requests; therefore be it

RESOLVED, That the American Federation of Labor Convention here assembled, take such action as will compel the said unions to be represented in the Gloucester Central Labor Union.

Inasmuch as this Convention has already passed adversely upon a similar resolution, your committee reports unfavorably but recommends that the incoming Executive Council use its utmost endeavors to bring about the result sought by Gloucester Central Labor Union.

Report of committee concurred in.

Resolution No. 208.—By Delegate W. H. Clay, Central Labor Union, Durham, N. C.:

WHEREAS, We see the great importance of all Local or Federal Labor Unions chartered by the American Federation of Labor paying per capita tax and assessments to defray the expense of Central Labor Unions; therefore be it

RESOLVED, That if a Local or Federal Labor Union affiliated with a central body chartered by the American Federation of Labor refuse to pay within 60 days any assessment levied by such central body in a legal manner, such Local or Federal labor union shall be deprived of representation in the central body so long as said assessment remains unpaid. Be it further.

RESOLVED, That in case of suspension of any Local or Federal labor union, the national or international officers of such local shall be immediately notified of such action.

Committee on Local and Federated Bodies reports favorably.

Moved that the report of the committee be concurred in.

Delegate Duncan opposed the report of the committee.

A delegate moved that the entire matter be laid upon the table.

The motion to lie on the table was lost.

The report of the committee was adopted.

Resolution No. 126.—By Delegates Downing and Duple of Metal Polishers, Buffers, Platers and Brass Workers' International Union:

WHEREAS, As the Central Federated Union of New York City have seated in said body a suspended local of the Metal Polishers, Buffers, Platers and Brass Workers' International Union of North America; therefore be it

RESOLVED, That the Secretary of the American Federation of Labor notify said Central Federated Union to expel this local within a period of thirty days; and be it further

RESOLVED, That if said Central Federated Union does not comply with this request, the American Federation of Labor revoke the charter of the said body immediately.

Committee on Local and Federated Bodies reports unfavorably, but recommends that the Executive Council be instructed to request the Central Federated Union of New York City to do all in its power to induce such suspended local to

reaffiliate with its international union; and that in event of refusal to do so, Central Federated Union of New York City be instructed to expel such local union.

Report of committee concurred in.

Resolution No. 260.—By Delegates P. McMahon, Frank B. Monaghan and J. J. Glass of International Union of Steam Engineers:

WHEREAS, The Cincinnati Central Labor Union has refused to seat the delegates of Labor Union 18 of the International Union of Steam Engineers in defiance of the repeated instructions of the Executive Council of the American Federation of Labor; therefore be it

RESOLVED, That the charter of the Central Labor Union of Cincinnati is hereby revoked and withdrawn until such time as they seat the delegates from the above mentioned Local Union 18 of the International Union of Steam Engineers.

Committee on Local and Federated Bodies reports that the parties interested desire to withdraw resolution.

Agreed to.

Resolution No. 64.—By Delegates Downing and Duple of Metal Polishers, Buffers, Platers and Brass Workers' International Union:

WHEREAS, There is at the present time in the city of Chicago a local union composed of optical workers, chartered direct from the American Federation of Labor; and

WHEREAS, Said optical workers work chiefly on brass products; therefore be it

RESOLVED, That this Convention instruct said local union of optical workers to join our International Union.

Committee on Local and Federated Bodies recommends that the matter be referred to the Executive Council with favorable recommendations.

Report of committee concurred in.

Resolution No. 79.—By Delegate Donovan of Pawtucket Central Labor Union:

RESOLVED, That in cities and localities where Central Labor organizations exist, said central bodies being affiliated with the American Federation of Labor, it shall be obligatory upon all locals in said city or locality under the jurisdiction of the American Federation of Labor, to directly affiliate with said Central Labor bodies, under penalty of withdrawal of the charter of said local.

Committee on Local and Federated Bodies recommends that the matter be referred to the Executive Council.

Respectfully submitted,

WM. G. SCHARDT, Chairman,  
F. C. SIMMONS, Secretary,  
E. W. LEONARD,  
JEROME JONES,  
FRANK POPOWSKY.

Committee.

Report of committee concurred in.

To the Officers and Delegates of the Twenty-third Annual Convention of the American Federation of Labor:

Your Committee on Education beg to submit the following report:

On the chapter in the President's Report on "Institutions of Learning and Labor," your Committee on Education recommends that the Incoming President continue the investigation carried on so efficiently during the past year relative to the attitude of the educators in the schools and colleges toward our movement.

We recommend also that the Executive Council endeavor to secure the introduction of text books that will be more in accord with modern thought upon social and political economy, books that will teach the dignity of manual labor, give due importance to the service that the laborer renders to society, and that will not teach the harmful doctrine that the wage-workers should be content with their lot, because of the opportunity that may be afforded a few of their number rising out of their class, instead of teaching that the wage-earners should base their hopes upon the elevation of the condition of the working people.

Your committee appreciates the tendency on the part of some educational institutions to give more attention to the study of the trades union movement and the collecting of literature.

We recommend also the lectures that are given by some colleges upon the subject of trade unions at which representative unionists are invited to present their views on the industrial problems, and we recommend that the Executive Council do all within its province to encourage this policy.

Report of committee concurred in.

On Resolution No. 31. Your committee recommends concurrence in that part of the resolution regarding the necessity of eliminating the political influence that is often required by school teachers in order to secure or retain their positions, the advantage that would accrue to the movement to organize the teachers of the country in sympathy with it and the justice of increasing the compensation of teachers commensurate with the value of their service.

Report of committee concurred in.

On Resolution No. 48. Your committee reports as follows: The subject of manual training and technical education to be given by trade unions is of such a general character that this Convention could not very well recommend any plan or policy that would apply equally to all unions on account of the diversity of condition and difference in skill required. We therefore recommend that the respective unions affiliated consider the question of instructing its members in the higher branches of the respective trades and the promotion of the efficiency of its members and the adoption of an apprenticeship system that will give the youth of the country the opportunity of learning trades for which they are best fitted.

Report of committee concurred in.

Resolution No. 131. That the Executive Council of the American Federation of Labor is hereby ordered to assist the Commissioner General of the United States

Immigration in the passage by Congress of an educational clause in the Immigration Law to protect American Labor.

Your committee reports favorably.

Concurred in.

HENRY C. BARTER, Chairman.  
T. J. SHAFFER,  
HENRY WHITE, Secretary.

Delegate Wood of the Cigarmakers' International Union was granted the floor on a question of privilege, and stated that it had come to his notice that the press of the country had published the fact that J. Mahlon Barnes, "President" of the Cigarmakers' International Union, had stated on the floor of the convention that the action of President Roosevelt was a slap in the face of organized labor. Delegate Wood stated that Mr. Barnes is not president of the Cigarmakers' International Union, and did not represent the Cigarmakers' International Union in making that statement, but made it on his own responsibility.

Delegate Barnes acquiesced in the statement of Delegate Wood.

Delegate Qualey requested permission to take up a resolution which had been laid on the table upon his motion, covering the action of members of the Amalgamated Carpenters of Washington, D. C., taking the places of members of the United Brotherhood.

President Gompers asked the representative of the Amalgamated Carpenters if he objected to the resolution being taken from the table.

Delegate from the Amalgamated Carpenters entered objections.

Delegate Qualey then withdrew his request.

Delegate McMahon moved that the delegates give three cheers for the American Federation of Labor and President Gompers.

After the cheering had subsided President Gompers addressed the delegates. He stated that in a convention of the magnitude which this one had attained, it could not be expected that the decisions rendered would or could be satisfactory to all of the organizations and delegates, and expressed the hope that the delegates would go forth with the firm resolve to do their level best to assist in carrying into effect the various resolutions adopted and decisions rendered.

On request of Delegate Fischer of the Tobacco Workers' International Union, Secretary Morrison read Resolution No. 58, calling upon members of organized labor to

purchase union labelled tobacco, and refuse to patronize in any way stores that represented the American Tobacco and Continental Trusts.

**HENRY McMAHON,**  
Assistant Secretary,

President Gompers then called upon Thos. I. Kidd to lead in singing Auld Lang Syne.

At 9.45 the convention adjourned sine die.

**FRANK MORRISON,** Secretary,  
American Federation of Labor.

# CONTENTS.

	A	Pages
Address of Welcome.....		34
Actors, Employment of union, Resolution No. 98.....		112, 175, 176
To support union actors in disputes, Resolution No. 99.....		112, 163, 164
To organize, Resolution No. 111.....		120, 167
Agents, Insurance, To recognize right to organize, Resolution 171.....		134, 169, 170
To direct issuance of charters to, Resolution 235.....		147, 169, 170
Agents' Union, Cincinnati, To renew charter of, Resolution No. 287.....		185
Alabama State Branch, To appropriate funds for, Resolution No. 163.....		132, 200, 201
Allied Metal Mechanics, Metal Workers and Machinists.....		85, 250
vs. Blacksmiths, Resolution No. 117.....		122, 123, 228-230, 238
vs. Plumbers.....		76, 249
vs. United Metal Workers, Resolution No. 150.....		129, 130, 245, 246
American Federationist.....		81, 174, 186
American Labor Union, Committee to visit next Convention of, Resolution No. 271.....		153, 208
Anti-Boycott Law, so-called.....		28
Anti-Injunction Bill.....		24, 87
Anti-Trust.....		27
Anti-Scalping Laws, to oppose passage of, Resolution No. 86.....		110, 162
Asphalt Street Pavers, to organize, Resolutions Nos. 186, 187.....		138, 169
Assistant Secretary Henry McMahon.....		11
Atlanta Federation of Labor, Greetings.....		113
Audit accounts of Federation, semi-annually, Resolution No. 1.....		69, 181

	B	
Bakers, Application for change of title denied.....		86, 251
of Boston, secure reduction of hours.....		184
over bakery goods salesmen, to concede jurisdiction to, Resolution No. 136.....		127, 167, 168
vs. Brockton (Mass.) Central Labor Union, Resolution No. 102.....		119, 239
Beer Pump Workers 8671, to revoke charter of, Resolution No. 67.....		107, 224
Blacksmiths and Allied Metal Mechanics.....		83, 230
Delegates notified to appear before Credential Committee.....		67
Helpers, Jurisdiction over, Resolution No. 117.....		122, 123, 228-230, 238
vs. United Mine Workers.....		87, 251
Blast Furnace Workers.....		87, 251
Boilermakers' delegation, D. A. Malloy seated vice W. J. Gilthorpe.....		69
and Structural Iron Workers, Resolution No. 221.....		144, 171, 172
Helpers, Resolution No. 222.....		145, 247
vs. United Metal Workers, Resolution No. 224.....		145, 245, 246
Bolt and Nut Workers 9198, Delegate seated.....		156
Boot and Shoe Workers, Lynn, Mass., Resolution No. 13.....		71, 177, 243
Resolution No. 168.....		133, 178, 243
St. Louis local vs. International officers, Resolution No. 208.....		142, 254
Bottlers 10222 vs. Brewery Workers, Resolution 169.....		133, 134, 227, 228
Boycotts:		
American and Continental Tobacco Trusts, Tobacco Workers vs., Resolution 58.....		103, 255, 259, 260
Art Metal Construction Company, Resolution 256.....		150, 255
Atchison, Topeka, and Sante Fe R. R., Railroad Telegraphers vs., Resolution 211.....		143, 255
Bailey & Son, Wm., Machine Printers and Color Mixers vs., Resolution 9.....		70, 71, 255
Ballard & Ballard Milling Company, Coopers vs., Resolution 227.....		146, 255
Boltz, Clymer & Co., Cigarmakers vs., Resolution 261.....		152, 255
Brown & Sharp Company, Iron Molders vs., Resolution 276.....		153, 154, 255
Bryan & Co., Bill Posters and Billers vs., Resolution 201.....		140, 255

## Boycotts—Continued.

	Pages
Burns & Silver Company, Metal Polishers vs., Resolution 61.....	106, 255
Cincinnati Silvering and Beveling Company, Glass Workers vs., Resolution 239.....	147, 255
Davenport Pearl Button Company, Button Workers No. 8789 vs., Resolution 281.....	154, 155, 255
Derby Desk Company, Resolution 123.....	125
Duncker & Co., Travelers' Goods and Leather Novelty Workers vs., Resolution 37.....	102, 256
Elgin Butter Tub Co., Coopers vs., Resolution 196.....	189, 140, 255
Erie City Iron Works, Bollermakers vs., Resolution 101.....	119, 255
Great Lakes Tug and Dredging Association, Hod Carriers and Building Laborers vs., Resolution 215.....	148, 255, 256
Harbison & Walker Company, Brick Workers vs., Resolution 245.....	148, 255
Harney Bros., Boot and Shoe Workers vs., Resolution 189.....	138, 255
Howes Company, S., Carpenters vs., Resolution 292.....	207, 218, 219
Huntley Manufacturing Company, Carpenters vs., Resolution 292.....	207, 218, 219
Illinois Iron and Belt Company, Resolution 14.....	71, 255
Invincible Grain Cleaning Company, Carpenters vs., Resolution 292.....	207, 218, 219
Kelley Milling Company, Flour and Cereal Mill Employees vs., Resolution 10.....	71, 225
Koch & Co., H. C. F., Upholsterers vs., Resolution 124.....	125, 257
Kyles & Son, Francis, Metal Polishers vs., Resolution 63.....	106, 255
Lincoln Iron Works, Machinists vs., Resolution 156.....	131, 255
Los Angeles Times, International Typographical Union vs., Resolution 21.....	72, 255
Louisville Silvering and Beveling Company, Resolution 239.....	147, 255
McKinley Bread Company, Bakers vs., Resolution 134.....	126, 256
Macy, R. H., Upholsterers vs., Resolution 124.....	125, 257
Mason & Co., J. B., Glass Workers vs., Resolution 239.....	147, 255
Metropolitan Mirror Manufacturers Association, Glass Workers vs., Resolution 239.....	147, 255
National Biscuit Company, Bakers vs., Resolution 135.....	126, 127, 256
National Sewing Machine Company, Metal Polishers vs., Resolution 62.....	106, 255
New Jersey Church and School Furniture Company, Resolution 239.....	146, 255
Palmer Manufacturing Company, Resolution 217.....	144, 256
Patch, F. R., Manufacturing Co., Machinists vs., Resolution 156.....	131, 255
Pittsburg Plate Glass Company, Glass Workers vs., Resolution 239.....	147, 255
Potter Wall Paper Company, Wall Paper Machine Printers vs., Resolution 9.....	70, 71, 255
Remington-Martin Paper Company, Papermakers vs., Resolution 114.....	121, 255
Rochester Clothiers' Exchange, Garment Workers vs., Resolution 178.....	134, 201
Roebling & Sons Co., John A., Resolution 230.....	146, 255
Rogers, Peet & Co., Cloth Spongers 9100 vs., Resolution 59.....	105, 254, 257
Rucker & Witten, Tobacco Workers vs., Resolution 81.....	109, 255
Schuylkill Cap Manufacturing Company, Cloth Hat and Cap Makers vs., Resolution 188.....	138, 255
Siegel Cooper Company, Upholsterers vs., Resolution 124.....	125, 257
Southern Trunk Company, Travelers' Goods and Leather Novelty Workers vs., Resolution 39.....	102, 255
Standard Manufacturing Company, Garment Workers vs., Resolution 174.....	134, 255
Thomas & Company, Jacob, Wall Paper Machine Printers vs., Resolution 9.....	70, 71, 255
Wallner & Son, Henry, Cloth Hat and Cap Makers vs., Resolution 180.....	137, 255
Washburn-Crosby Milling Company, Flour and Cereal Mill Employees vs., Resolution 5.....	70, 255
Waterbury Clock Company, Metal Polishers vs., Resolution 69.....	107, 255
Western Silvering and Beveling Company, Resolution 239.....	147, 255
Williams Cooperage Company, Resolution 217.....	144, 256
Brewery Workers, Engineers, Firemen.....	77, 83, 218, 219, 220, 221
Denver, Colo., Resolution 265.....	152, 171, 218, 219
and Teamsters.....	86, 251
Jurisdiction claimed by, Resolution 242.....	147, 148, 185, 186, 218, 219, 249
Bribe-giving, To expose employers guilty of, Resolution 184.....	138, 202
Bricklayers and Masons' International Union.....	75, 160
Brick, Tile, and Terra Cotta Workers, Resolution 243.....	148, 205, 206
British Trades Union Congress, Communication from.....	136
Brockton C. L. U. vs. Bakers, Resolution 127.....	125, 179, 238, 239
Building Trades Committee, Recommendations of.....	212, 213, 214, 216, 217
Building Trades Council, National, Resolution 272.....	153, 212, 213

	Pages
Building Trades, New York City, Recommendations of President Gompers and Vice-President Duncan covering, Resolution 259.....	151, 206
Building Trades Unions.....	92
Button Workers, To organize, Resolution 282.....	155, 172

C

California, Organizer for, Resolution 50.....	104, 172
Organizer for Southern, Resolution 22.....	72, 172
Cambridge (Mass.) C. L. U., Delegate seated.....	98
To organize, Resolution 108.....	119, 165, 166
Canadian Labor Affairs.....	21, 63, 66, 92, 173, 252
Canadian Trades and Labor Congress vs. National Trades and Labor Congress, Resolution 280,.....	154, 159
Candymakers, To organize, Resolution 133.....	126, 176
Carnival shows, Resolution 273.....	153, 208, 209
Cards, Exchange of, Between crafts in same establishments, Resolution 244.....	148, 206
Carpenters, Amalgamated, to withdraw members working in places of Brotherhood men at Washington, D. C., Resolution 261.....	151, 240, 241, 259
Carpenters and Wood workers.....	85
Carpenters, United Brotherhood and Amalgamated Society of.....	83, 250
Carpenters-Woodworkers' dispute, Executive Council's decision, Resolution 176.....	136, 241, 243, 246
Carpenters vs. Woodworkers, Resolution 178.....	136, 137, 241, 243, 246
Carriage and Wagon Workers vs. Painters, Resolution 104.....	119, 227, 238
Organizer for, Resolution 105.....	120, 172
Cement Workers vs. Hod Carriers and Building Laborers, Resolution 267.....	152, 244, 245
Organizer for, Resolution 47.....	103, 172
Central Bodies, Circular letter re Article XII, Section 1, Resolution 8.....	69, 70, 115
Nationals to enact law requiring locals to join, Resolution 232.....	146, 204
Relations of locals with, To affect standing in Internationals, Resolution 241.....	147, 205
To base representation on membership, Resolution 216.....	143, 144, 183, 184
Re local unions admitting employers, Resolution 198.....	140, 183
To revoke charters of locals which do not join, Resolution 79.....	109, 258
To suspend locals refusing to pay assessments, Resolution 289.....	189, 258
And State Branches, circular directing compliance with law instructing locals to join, Resolution 286.....	253, 254
Child Labor Laws.....	28
China Labor Conditions.....	91, 252
Chinese Exclusion Act to apply to Philippines and Hawaiian Islands, Resolution 204.....	141, 204
Immigration.....	26
Civil Service Laws, To endorse, Resolution 170.....	134, 201
Clarke, Ephraim W., Announcement of the pardon of.....	215, 251
Case, thanks tendered President Roosevelt for clemency in.....	215
Clerks and Teamsters.....	224
Cloth Examiners and Spongers 10429, Delegate seated.....	98
10780, Delegate seated.....	98
Cloth Hat and Cap Makers, M. Kramer seated vice M. Mikol.....	228
Extend jurisdiction.....	86, 251
Cloth Spongers, Garment Workers to assist, Resolution 194.....	203
Coal Hoisting Engineers vs. United Mine Workers, Resolution 40.....	102, 223, 224
Commerce and Labor, Department of.....	24
Committees:	
Auditing.....	29, 114, 164, 181
Boot and Shoe Workers, Grievances at Lynn, Mass., committee to investigate.....	243
Boycotts.....	12, 114, 255
Building Trades.....	11, 92, 212, 213, 214, 216, 217
Credentials.....	5, 11, 66, 67, 68, 69, 98, 115, 116, 156, 167, 181, 212
Distribution.....	11, 61, 67, 68, 135, 167
Education.....	11, 135, 156, 158, 259
Executive Council's Report.....	11, 113, 213, 214, 217, 218, 230, 249, 253
Grievances.....	11, 12, 185, 158, 171, 221, 238, 240, 244



Committees—Continued.	Pages
Labels.....	11, 118, 119, 175, 179, 258
Laws.....	11, 181, 184, 211, 212, 215, 238
Local and Federated Bodies.....	11, 257, 258
Organization.....	11, 118, 135, 156, 185, 186, 249
President's Report.....	11, 172
Resolutions.....	11, 12, 115, 118, 157, 159, 180, 186, 188, 199, 209, 253
Rules and Order of Business.....	11, 61, 62
Secretary's Report.....	11, 186
State Federations.....	135, 158
Treasurer's Report.....	11, 156, 157, 164
Congress, Trades Union, To supersede annual convention, Resolution 210.....	142, 143, 183
Consumers' Leagues.....	22
Constitution, preamble, To amend, Resolution 17.....	72, 181
Article III, Section 3, To amend, Resolution 19.....	72, 181
Article III, Section 3, Amendments to.....	184, 215
Article III, Section 4.....	181
Article III, Section 10, Amendment to.....	238
Article V, Section 1, To amend.....	215
Article VIII, Section 1, Amendment to.....	184
Article IX, Section 1, To amend, Resolution 228.....	146, 184
Article IX, Section 5, To amend, Resolution 46.....	103, 211, 212
Article XI, To amend, Resolution 252.....	149, 184
Article XII, Section 2, To amend, Resolution 38.....	102, 182, 211, 212
Article XII, Section 2, To amend, Resolution 98.....	111, 211, 212
Article XII, Section 2, To amend, Resolution 199.....	140, 211, 212
Article XII, Section 5, To amend.....	182, 183
Article XIII, Section 5, Amendment to.....	184
Article XIII, Section 8, Amendment to.....	184
Convention in Milwaukee, Invitation to hold next.....	226
St. Louis, Mo., To hold next Resolution 209.....	142, 204
Salt Lake City, Invitation to hold next.....	226
San Francisco, Invitation to hold next.....	220
Resolutions and proposed amendments to be furnished in advance of, Resolution 151.....	130, 184
Coopers, legislation affecting, Resolution 175.....	186, 201
Credentials protested:	
Bakers and Confectioners.....	11, 66, 67, 68, 98, 113
Bridge and Structural Iron Workers.....	11
Burlington, Vt., Central Labor Union (C. E. Jones).....	10, 66, 69
Grain Workers, New York City.....	67, 69, 98, 99, 113
Knoxville, Tenn., Central Labor Union (J. B. Butcher).....	10, 66
Street and Electric Railway Employees.....	11, 66, 68, 69, 248
<b>D</b>	
Dakotas, Organizer for the, Resolution 154.....	130, 172
Defense fund.....	17, 57, 58, 186
Assessment to increase, Resolution 166.....	133, 201
To reduce tax of locals not desiring to participate in benefits of, Resolution 252.....	149, 150, 184
Denver situation.....	93, 111, 252
Colorado Trades Assembly, Resolutions adopted by, Resolution 92.....	111, 163
Dilworth, D. L., Appointed on Laws Committee.....	119
Drainlayers and Helpers 10,335 vs. Bricklayers and Stone Masons, Resolution 162.....	132, 244
Drillers and Tappers, Boilermakers' claim over, Resolution 143.....	128, 224, 225
vs. Boilermakers, Resolution 96.....	111, 225
Dues of affiliated bodies, To recommend increase in, Resolution 2.....	69, 115
<b>E</b>	
Eight-Hour Bill.....	24, 67, 173
Law, Violations of.....	24, 173
Election of officers.....	230-235
Fraternal delegates.....	235-236
City for twenty-fourth Annual Convention.....	236-237

	Pages
Electrical Workers vs. Street Railway Employees, Resolution 295.....	248
Elevator Constructors.....	75, 218
Elks' invitation to delegates.....	159
Engineers-Mine Workers' dispute, Leavenworth, Kans., Resolution 248.....	149, 223, 224
Steam, Seating substitute delegates for.....	98
vs. Cincinnati, Ohio, Central Labor Union, Resolution 280.....	151, 258
Executive Council, Increase of.....	212, 213, 215
To hold meeting in West.....	218

F

Faneuil Hall for anti-trust meeting, To grant use of, Resolution 100.....	112, 254
Federal Labor Union 10334, Delegate seated.....	69
10917 vs. Union Lumber Company, Resolution 45.....	103, 254
Federal Labor Unions to be transferred to proper Internationals, Resolution 149.....	129, 168
Federal officers to be elected by direct vote of people, Resolution 233.....	146, 205
Fitzgibbon, Delegate C. G., Notified to appear before Credential Committee.....	67
Foundry Employees, To organize an international union of, Resolution 51.....	104, 165
Foundry Workers, To organize an international union of, Resolution 85.....	109, 165
Fraternal delegates, Addresses of.....	96, 97
Presentation of gifts to.....	217
Freight Handlers and Warehousemen, New York City, Organizer for, Resolution 153.....	130, 172
Funds American Federation of Labor.....	164

G

Garment Workers and Tailors.....	20
Gavel presented by Mayor P. A. Collins of Boston.....	113
Georgia, Organizer for, Resolution 238.....	147, 172
Glass House Employes, Organizer for, Resolution 234.....	146, 172
Gloucester, Mass., Central Labor Union vs. Granite Cutters, Engineers, and Firemen's Locals, Resolution 20.....	72, 257, 258
Gold Beaters' label on gold leaf, To demand, Resolution 107.....	120, 176
Resolution 279.....	154, 179, 255, 257
Government to do own construction work, Resolution 27.....	100, 117
Granitoid and Cement Concrete Workers 8172 vs. Hod Carriers and Building Laborers, Resolution 25.....	100, 223
Granitoid and Cement Concrete Workers 8172 vs. St. Louis Building Trades Council, Resolution 24.....	99, 222, 223

H

Hamilton-Brown Shoe Company, Resolution 297.....	255
Harbor, Delegates invited to attend excursion down to Boston.....	171
Hardware Employes' Union, Delegates seated.....	116
Harry, G. Y., As Organizer, For the removal of, Resolution 251.....	149, 170
Harskowitz, Delegate D., Notified to appear before Credential Committee.....	67, 69
Hatters, Suit against United.....	90
Hawaiian Labor Conditions.....	91, 252
Headquarters, To ascertain cost of erecting building for American Federation of Labor, Resolution 138.....	127, 187
Holyoke, Mass., Central Labor Union, Delegate seated.....	98
Horseshoers, Appropriation for, Resolution 83.....	109, 161
Affiliated unions to support, Resolution 84.....	109, 161, 162
Hospital Employes, State, Resolution 141.....	128, 187
Hotel and Restaurant Employes vs. New York Central Federated Union, Resolution 188.....	138, 246

I

Idaho, Organizer for, Resolution 44.....	102, 172
Immigration Bill.....	25, 87
Law, Educational clause in, Resolution 181.....	126, 259
To restrict, Resolution 65.....	106, 160
Industrial Organization, Resolution 77.....	108, 160, 161

	Pages
Initiative and Referendum.....	32
Winnetka system, To agitate, Resolution 179.....	137, 201, 202
State branches to agitate, Resolution 270.....	153, 207, 208
Injunctions, To oppose, Resolution 54.....	104, 106, 158
Iron Molders, New York Central Federated Union vs. Resolution 142.....	128, 187, 188
Iron Molders and Coremakers.....	76, 214
Italian laborers to organize, Resolution 115.....	121, 167
J	
Japan labor conditions.....	91, 252
Japanese immigration.....	26
Jewelry Workers vs. Jewelers and Silversmiths' Manufacturers' Assn., Resolution 274.....	158, 209
Jewelry Workers' delegate notified to appear before Credential Committee.....	67, 69
Jewelry Workers vs. Watch Case Engravers, Resolution 11.....	71, 179, 222
Jurisdiction disputes, Special committee to define causes, Resolution 16.....	72, 116
Recommendations of Committee on Executive Council's Report covering.....	217, 218, 253
L	
Label, Constitution of Internationals to obligate members to demand union, Resolution 192.....	139, 203
In labor press, To advertise union, Resolution 29.....	101, 118
Leagues.....	22
Recommendations covering union.....	258
Labels, Union.....	18, 22, 57, 94
American Federation of Labor, cloth, Resolution 200.....	140, 178
Labels not to be paid for by locals until used, Resolution 167.....	133, 178
Actors, Resolution 98.....	112, 175, 176
Allied Printing Trades, Resolution 225.....	145, 175, 176
Boot and Shoe Workers, Resolution 13.....	71, 177
Candymakers (Bakers), Resolution 133.....	126, 176
Carpenters' Brotherhood, Resolution 177.....	136, 179, 243, 252
Cigarmakers, Resolution 195.....	139, 175
Clerks' card, Resolution 35.....	101, 102, 118, 119
Gold Beaters, Resolution 278.....	154, 176
Horseshoers, Resolution 148.....	129, 249, 255
Iron Molders, Resolution 275.....	158, 175
Jewelry Workers, Resolution 26.....	100, 176
Ladies' Garment Workers, Resolution 52.....	104, 176, 177
Leather Workers on Horse Goods, Resolution 220.....	144, 176
Papermakers, Resolution 113.....	121, 175
Piano and Organ Workers, Resolution 257.....	150, 177
Textile Workers, Resolution 285.....	175
Tobacco Workers, Resolution 57.....	106, 176
Universal label, Resolution 76.....	108, 178
Resolution 109.....	120, 178, 179
Labor Day, To change to May 1, Resolution 181.....	137, 171, 188
Press, To support, Resolution 32.....	101, 117
Laborers' Union 9105 vs. Brockton Street Railway Employees, Resolution 145.....	128, 221, 222
International Protective Union, Resolution 112.....	121, 171
Ladies' Garment Workers and Laundry Workers.....	77, 249
vs. Laundry Workers, Resolution 290.....	202, 248
Lastmakers, Resolution 34.....	101, 164
Lathers and Carpenters.....	85, 251
Lathers vs. Carpenters, Resolution 70.....	107, 226, 227
Legislative Committees of state branches, Central bodies to be represented on, Resolution 249.....	149, 207
Legislators to be placed on record regarding labor legislation, Resolution 249.....	149, 207
Letter Carriers' Association, Representative of.....	160, 180
Letter Carriers of Boston, Greetings.....	220

# CONTENTS

267

	Pages
Longshoremen and Seamen.....	86, 251
Longshoremen's delegation, Substitute seated for.....	240
Lumber Workers of Holyoke, Mass., To assist, Resolution 180.....	132, 172

## M

McNell, George E., Addresses the convention.....	237
Machinists, Rock Island Arsenal dispute, Resolution 219.....	144, 204
Mall bags, To condemn manufacture of by convict labor, Resolution 130.....	126, 200
Maine, Organizer for, Resolution 120.....	124, 172
Marble Workers, Encroachment on jurisdiction of, Resolution 55.....	105, 159, 180
Marden, funeral of former Treasurer.....	11
Meat Cutters and Butcher Workmen, Resolution 277.....	154, 209
Meetings for educational purposes, Unions to hold, Resolution 48.....	103, 259
Messenger, Thomas J. Minnahan.....	11
Messenger boys of Boston, To aid union, Resolution 181.....	132, 168, 169
Metal Polishers vs. Bridge and Structural Iron Workers, Resolution 159.....	132
vs. Carriage and Wagon Workers, Resolution 68.....	107, 224
vs. Iron Molders, Resolution 164.....	133, 221
vs. New York Central Federated Union, Resolution 126.....	125, 258
vs. Plumbers, Resolution 66.....	106, 224
vs. United Metal Workers, Resolution 165.....	133, 245, 246
Metal Workers' International Union, United.....	91, 251
United, To revoke charter of, Resolution 146.....	123, 139, 245, 246
vs. Bridge and Structural Iron Workers, Resolution 60.....	106, 225
Miller Case.....	87, 88, 89, 90, 115, 116, 142, 209, 211
Minneapolis, Minn., Central Labor Union, Affiliation with American Federation of Labor announced.....	211
Mineral Mine Workers vs. Blast Furnace Workers.....	87, 251
Minnesota, Organizer for, Resolution 154.....	130, 172
Monaghan, Frank, appointed on Organization Committee.....	118
Municipal Department Employees, to organize, Resolution 80.....	109, 170, 186
Musicians, competition of enlisted, Resolution 139.....	127, 187
Musicians, New Orleans Carnival dispute, Resolution 140.....	127, 128, 200

## N

Naval stations, To increase pay of employees, Resolution 43.....	102, 157
New Hampshire, Organizer for, Resolution 157.....	131, 172
Newspapers, Delegates to buy of union newsboys.....	11

## O

Oklahoma City Central Trades Council, Delegate seated .....	98
"Open Shop".....	20, 88, 90, 174, 210
To declare against, Resolution 15.....	72, 115
Optical Workers, Chicago, to join Metal Polishers, Resolution 64.....	106, 258
Organizers.....	30
Organizers, To increase salary of, Resolution 129.....	126, 182
Overtime on Government work, Claims for, Resolution 268.....	152, 153, 207

## P

Painters vs. Wood Workers, Resolution 206.....	142, 247, 248
Panama Canal, Resolution 237.....	147, 205
Paper-box Makers, New York City, Resolution 144.....	128, 175
Papermakers, Resolution 250.....	149, 206
Parkersburg, W. Va., Central Labor Union delegate, Notified to appear before Credential Committee.....	67
Pennsylvania State Federation of Labor, Delegate.....	67, 69
Pension law, Old age, Resolution 4.....	69, 115
Philadelphia, Internationals to send organizers to, Resolution 234.....	170
Philippine labor conditions.....	34, 35, 91, 252
Photographed, Delegates.....	135, 158
Pickett, Frank, Funeral of.....	69

	Pages
Picture Frame Workers, Organizer for, Resolution 122.....	124, 172
Plate Engravers.....	27
Plasterers' International Brotherhood, Representative.....	160
Plumbers and Electrical Workers.....	77, 249
Plumbers and Steam Fitters.....	84, 250
Plumbers vs. Steam Fitters, Resolution 41.....	102, 254
Postoffice Clerks, Resolution 89.....	110, 162, 163
Printed matter without label not to be distributed in convention, Resolution 203.....	141, 178
Printing Trades Label, Allied, Committee to call on Boston firms relative to use of, Resolution 263.....	152, 170, 217, 230, 252, 253

## R

Race indiscrimination, To study influences of, Resolution 228.....	146, 254
Railroad Telegraphers vs. Street and Electric Railway Employees.....	87, 251
Resolution 228.....	145, 247
Railway Clerks, To organize, Resolution 6.....	70, 164
Railway Employees, United Brotherhood of.....	75, 213
Reports of International Unions.....	41-43, 45-52
Reports of Officers:	
Executive Council.....	62, 74-96, 213, 214, 217, 218
Bakers.....	86, 251
Blacksmiths and Allied Metal Mechanics.....	83, 230
Blast Furnace Workers.....	87, 251
Brewery Workers—Engineers—Firemen.....	77-83, 213, 219, 220, 221
Brewery Workers—Teamsters.....	86, 251
Building Trades Unions.....	92, 214
Canadian Affairs.....	92, 252
Carpenters, United Brotherhood and Amalgamated Society of.....	83, 250
Carpenters and Wood Workers.....	85
Charters denied.....	75, 213
Cloth Hat and Cap Makers.....	86, 251
Complaints, Other.....	87, 251
Contributions.....	96, 252
Denver situation.....	93, 252
Elevator Constructors.....	75, 213
Executive Council circular.....	88-90, 251
Fair list.....	96, 252
Flag and Banner.....	94, 252
Iron Molders and Coremakers.....	76, 214
Jurisdiction disputes.....	76, 217, 218
Labels, Union.....	94, 252
Ladies' Garment Workers and Laundry Workers.....	77, 249
Lathers and Carpenters.....	86, 251
Laundry Workers vs. Garment Workers.....	77, 250
Legislation.....	87, 251
Leonard, Organizer, Maltreated.....	93, 252
Loans requested.....	93, 252
Longshoremen and Seamen.....	86, 251
Maintenance of agreements.....	90, 251
Metal Mechanics vs. Plumbers.....	77, 249
Metal Mechanics, Metal Workers, and Machinists.....	85, 250
Metal Workers' International Union, United.....	91, 251
Organization.....	74, 213
Philippine-Hawaii-China-Japan Labor Conditions.....	91, 252
Plumbers and Electrical Workers.....	77, 249
Plumbers, United Association, and National Association of Steam Fitters.....	84, 250
President and Labor, The.....	87, 88, 251
Settlement of Trade Disputes.....	75, 213
Sheet Metal Workers.....	76, 214

Reports of Officers:

Executive Council—Continued.

	Pages
Sheet Metal Workers and Painters.....	83, 250
Silk and Textile Workers.....	86, 251
Strikes, Local.....	75, 213
"Substitute" abuse.....	93, 252
Suits at law.....	90, 251
Team Drivers and Teamsters.....	76, 214
Unaffiliated Unions.....	74, 213
Upholsterers.....	77, 249
"We Don't Patronize" list.....	94, 95, 252
Fraternal delegates to British Trades Union Congress and Canadian Trades and Labor Congress.....	62-66
President.....	13-35, 172-175
Agreement—Conciliation—Arbitration.....	17, 172
American Federationist, The.....	31, 174, 186
Anti-Boycott Law, so-called.....	28, 174
Anti-Injunction Bill.....	24, 174
Anti-Trust?—Anti-Labor Legislation.....	27, 174
Auditing Committee.....	29, 61, 174
Canada, Labor movement in.....	21, 173
Charters, Applications to revoke.....	19
Child Labor Laws.....	28, 174
Commerce and Labor, Department of.....	24, 173
Consumers' Leagues.....	22, 173
Crimping Sailors' Wages Bill.....	27
Defense Fund.....	17, 18, 174
Eight-Hour Bill.....	24, 173
Law, Violations of.....	24, 173
And Injunction Bills.....	25, 173
Growth and Development of our Movement.....	13, 14, 172
Immigration Bill.....	25, 174
Industrial Activity and Reaction.....	14, 16, 172
Initiative and Referendum.....	32, 174
Institutions of Learning and Labor.....	29, 174, 250
International Relations.....	23, 173
Jurisdiction Danger.....	18, 173
Label Leagues.....	22, 173
Labels, Union.....	22, 173
Labor Press.....	29, 31
Mongolian Immigration.....	26, 174
Necrology.....	33
"Open Shop," The Union Shop, or.....	20, 174
Organizers.....	29, 172
Philippines, The Labor Question in the.....	34, 174
Plate Engravers.....	27
Porto Rico.....	22, 173
Seamen's Rights.....	26, 174
Special Order Garment Workers.....	20
St. Louis Fair Exhibit.....	23, 173
Strikes and Funds as a Preventative.....	16, 17, 172
Strikes, local.....	17, 174
Tailors and Garment Workers.....	20
Trade Union Lines, Hew to.....	18, 19
Conclusion.....	33
Secretary.....	37-59, 186
Receipts.....	38
Expenses.....	33, 39
Benefits paid by Internationals.....	53
Charters issued.....	40, 53
Defense Fund.....	57, 58, 186

## Reports of Officers:

## Secretary—Continued.

	Pages
International Unions.....	41-43, 45-52
Labels, Union.....	57
Local Unions.....	44, 45
Organizers, Cost of.....	56
Voting strength of Unions.....	54
Treasurer.....	59, 60, 164
Republican News Publishing Company, Resolution 197.....	140, 203
Rhode Island, Organizer for, Resolution 83.....	101, 172
Roosevelt, thanks tendered to President, for clemency in E. W. Clarke case.....	215
Riggers' Union 10815 vs. Structural Iron Workers, Resolution 205.....	141, 142, 240
Rist, Frank, appointed on Organization Committee.....	135
Rubber Workers, Resolution 128.....	126, 172

## S

Sailors' Snug Harbor project, Great Lakes, Resolution 291.....	209
Sangster, George, appointed on Committee on Executive Council's Report.....	118
Saw Grinders vs. Allied Metal Mechanics, Resolution 218.....	144, 169
Sawsmiths' National Union, Delegate seated.....	98
School teachers, To organize, Resolution 31.....	101, 259
Seamen, Abrogation of treaties curtailing rights of, Resolution 71.....	108, 160
Employment of experienced, Resolution 72.....	108, 160
To relieve from involuntary servitude, Resolution 73.....	108, 160
Sergeant-at-Arms, Martin J. Joyce.....	11
Sheet Metal Workers.....	76, 214
Sheet Metal Workers and Painters.....	83, 250
vs. United Metal Workers, Resolution 258.....	150, 151
Shipwrights' locals affiliated with Carpenters to take out charters from Shipwrights' National Union, Resolution 8.....	70, 221
Shipwrights vs. Carpenters, Resolution 12.....	71, 222
vs. Ogdensburg, New York, Central Labor Council, Resolution 7.....	70, 221
Shirt, Waist, and Laundry Workers, Organizer for, Resolution 240.....	147, 172
In the Navy, Resolution 94.....	111, 163
vs. Garment Workers.....	77, 250
Resolution 218.....	143, 248
Slate and Tile Roofers vs. Sheet Metal Workers, Resolution 283.....	248
Socialistic Resolutions 23, 108, 132, 137, 158, 182, 191, 214, 236, 262.....	189-199, 212
Somerville, Mass., To organize, Resolution 103.....	119, 165, 166
South, Colored organizers for the, Resolution 155.....	131, 172
Springfield, Ill., Central Labor Union, Delegate seated.....	69
Stablemen's Union No. 10,663, Delegate seated.....	69
Steam and Hot Water Fitters, National Association of, Resolution 116.....	121, 122, 171, 250
Steam Fitters affiliated with Plumbers, To recognize only, Resolution 42.....	102, 254
Stone Mason's International Union, Resolution 110.....	120, 166
7049 vs. Bricklayers No. 4, Resolution 121.....	124, 187
Street Railway Employees, Fred Fay seated as delegate.....	167
On strike at Chicago, Sympathy extended to.....	135
Strike, Chicago, telegram informing upon status of.....	206, 207
Strikes, Local.....	16, 17, 75, 174, 213
Suits at Law.....	90, 251
A. F. of L. to assist defense of unions in, Resolution 88.....	110, 162
Suspender Workers, Resolution 90.....	110, 165
Sympathetic strikes, agreements prohibiting, Resolution 212.....	143, 183, 216
St. Joseph, Mo., Central Labor Council, to compel locals to join, Resolution 97.....	112, 118
St. Louis Fair Exhibit.....	23

## T

Tailors and Garment Workers.....	20
vs. Merchant Tailors Prot. Assn., Resolution 78.....	106, 161
Tax of local trade and federal labor unions, To reduce, Resolution 193.....	139, 183

# CONTENTS

271

	Pages
Team Drivers and Teamsters.....	78, 214
Teamsters vs. Brewery Workmen, Resolution 255.....	150, 246, 247
vs. Railway Expressmen.....	87, 251
Resolution 251.....	150, 246
Tennessee, Organizer for, Resolution 75.....	108, 172
Text books for public schools, Resolution 290.....	209
Textile and Silk Workers.....	86, 251
Textile industry, Organizer for, Resolution 86.....	102, 172
Resolution 185.....	138, 172
in Massachusetts, Organizer for, Resolution 253.....	150, 172
Textile Workers, Delegates.....	66, 68
Lawrence, Mass., Resolution 172.....	134, 172
Thanks tendered Mayor, Citizens, and Press of Boston, Resolution 296.....	249
Tlemakers vs. Union Lumber Company, To support, Resolution 45.....	108, 254
Tip Printers, International Brotherhood, Delegate seated.....	69
Tobacco Strippers, To organize, Resolution 247.....	149, 170
Tobacco Workers in the South to organize, Resolution 82.....	109, 165
Tools, Legislation for protection of mechanics, Resolution 91.....	111, 168
Towing of vessels at sea, Resolution 74.....	108, 160
Trade autonomy, Strict, Resolution 147.....	129, 179, 180, 200
Treasurer's bond.....	164
Tremont Temple, Refund of deposit on.....	116
Tube Workers, Organizer for, Resolution 119.....	124, 172
Tunnel Miners 8295, Delegate seated.....	115
Typefounders' Trades District Council, Strike, Resolution 118.....	123, 124, 199, 200

## U

Unfair List.....	94, 95, 252
Without sanction of internationals, Local, central, and state branches not to place firms on, Resolution 190.....	139, 182, 18
Upholsterers.....	77, 249
Utah, Organizer for, Resolution 246.....	148, 149, 172

## V

Vermont, Organizer for, Resolution 231.....	146, 172
Virginia, Organizer for, Resolution 23.....	78, 172

## W

Wall Paper Machine Printers and Color Mixers, Delegate seated.....	79
Western Federation of Miners, Appropriation for, Resolution 18.....	72, 116, 117, 157, 158
Committee to visit next Convention of, Resolution 271.....	153, 208
Window-shade Makers and Painters, To organize, Resolution 152.....	130, 168
Woman Organizer, To appoint, Resolution 293.....	212, 249
Women's Rights, Resolution 299.....	153, 207
Women's Union Label League, Resolution 30.....	101, 119
Resolution 49.....	103, 178
Women Workers, To organize, Resolution 56.....	105, 172
Resolution 95.....	111, 165
Wood Carvers vs. Wood Workers, Resolution 266.....	152, 248
Wood, Delegate, statement concerning erroneous press reports.....	259
Wood Workers vs. Carpenters, Resolution 125.....	125, 241, 243, 246
To repudiate Executive Council Circular re, Resolution 202.....	140, 141, 241, 243, 252
Woolen Workers vs. Two-loom Weaving System, Resolution 87.....	110, 162

## Y

Yeast, Label on, Resolution 127.....	125, 179, 238, 239
Yonkers Labor World, Resolution 106.....	120, 186, 187



# RESOLUTIONS.

Reso- lution No.—	Intro- duced. Page.	Final action. Page.	Reso- lution No.—	Intro- duced. Page.	Final action. Page.
1	69	181	71	108	160
2	69	115	72	108	160
3	69, 70	115	73	108	160
4	69	115	74	108	160
5	70	255	75	108	172
6	70	164	76	108	178
7	70	221	77	108	160, 161
8	70	221	78	108	161
9	70, 71	255	79	109	258
10	71	255	80	109	186
11	71	222	81	109	255
12	71	222	82	109	165
13	71	243	83	109	161
14	71	255	84	109	161, 162
15	72	115	85	109	165
16	72	116	86	110	162
17	72	181	87	110	162
18	72	{ 116, 117 157, 158	88	110	162
19	72	181	89	110	162, 163
20	72	257, 258	90	110	165
21	72	255	91	111	163
22	72, 73	172	92	111	163
23	73	172	93	111	211, 212
24	73	172	94	111	163
25	99	222, 223	95	111	165
26	100	223	96	111	225
27	100	176	97	112	118
28	100	117	98	112	175, 176
29	100	188-199, 212	99	112	163, 164
30	101	118	100	112	254
31	101	119	101	119	255
32	101	259	102	119	239
33	101	117	103	119	165, 166
34	101	172	104	119	238
35	101, 102	164	105	120	172
36	102	118, 119	106	120	186, 187
37	102	172	107	120	176
38	102	256	108	120	188, 189
39	102	211, 212	109	120	178, 179
40	102	255	110	120	166
41	102	223, 224	111	120	167
42	102	254	112	121	171
43	102	254	113	121	175
44	102	157	114	121	255
45	103	172	115	121	167
46	103	254	116	121, 122	171
47	103	211, 212	117	122, 123	228-230, 238
48	103	172	118	123, 124	199, 200
49	103	259	119	124	172
50	104	178	120	124	172
51	104	172	121	124	187
52	104	165	122	124	172
53	104	176, 177	123	124	
54	104, 105	165	124	125	257
55	105	158	125	125	241, 243, 246
56	105	159, 160	126	125	258
57	105	172	127	125	238, 239
58	105	178	128	126	172
59	105	255	129	126	182
60	105	256, 257	130	126	200
61	106	225	131	126	259
62	106	255	132	126	188-199, 212
63	106	255	133	126	176
64	106	255	134	126	256
65	106	258	135	126, 127	256
66	106	160	136	127	167, 168
67	106	224	137	127	188-199, 212
68	107	224	138	127	187
69	107	224	139	127	187
70	107	255	140	127	200
		226, 227	141	128	187

# RESOLUTIONS

273

Resolution No.—	Intro-duced. Page.	Final action. Page.	Resolution No.—	Intro-duced. Page.	Final action. Page.
142	128	187, 188	220	144	176
143	128	224, 225	221	144	171, 172
144	128	175	222	145	247
145	128	221, 222	223	145	247
146	128, 129	245, 246	224	145	245, 246
147	129	200	225	145	175, 176
148	129	249, 255	226	146	184
149	129	168	227	146	255
150	129, 130	245, 246	228	146	254
151	130	184	229	146	255
152	130	168	230	146	255
153	130	172	231	146	172
154	130	172	232	146	204
155	131	172	233	146	205
156	131	255	234	146	172
157	131	172	235	147	169, 176
158	131, 132	188-199, 212	236	147	188-199, 212
159	132	245, 246	237	147	205
160	132	172	238	147	172
161	132	168, 169	239	147	255
162	132	244	240	147	172
163	132	200, 201	241	147	205
164	133	221	242	147, 148	249
165	133	245, 246	243	148	205, 206
166	133	201	244	148	206
167	133	178	245	148	255
168	133	243	246	148, 149	172
169	133, 134	227, 228	247	149	170
170	134	201	248	149	223, 224
171	134	169, 170	249	149	207
172	134	172	250	149	206
173	134	201	251	149	170
174	134	255	252	149, 150	184
175	136	201	253	150	172
176	136	241, 243, 246	254	150	246
177	136	243	255	150	246
178	136, 137	241, 243, 246	256	150	246, 247
179	137	201, 202	257	150	255
180	137	255	258	150, 151	177
181	137	188	259	151	245, 246
182	137, 138	188-199, 212	260	151	206
183	138	255	261	151	258
184	138	202	262	151, 152	240, 241
185	138	172	263	152	188-199, 212
186	138	169	264	152	252, 253
187	138	169	265	152	256
188	138	246	266	152	218, 219
189	138	255	267	152	248
190	139	182, 183	268	152	244, 245
191	139	188-199, 212	269	152, 153	207
192	139	203	270	153	207
193	139	183	271	153	207, 208
194	139	203	272	153	208
195	139	175	273	153	212, 213
196	139, 140	255	274	153	208, 209
197	140	208	275	153	209
198	140	188	276	153	175
199	140	211, 212	277	153, 154	255
200	140	178	278	154	209
201	140	255	279	154	176
202	140, 141	241, 243, 252	280	154, 155	255, 257
203	141	178	281	154, 155	159
204	141	204	282	155	255
205	141, 142	240	283	155	172
206	142	247, 248	284	155	248
207	142	209, 211	285	155	170
208	142	254	286	171	175
209	142	204	287	167	253, 254
210	142, 143	183	288*	185	185
211	143	255	289	189	258
212	143	216	290	202	248
213	143	248	291	207, 218, 219	209
214	143	188-199, 212	292	212	249
215	143	255, 256	293	212	248
216	143, 144	183, 184	294*	212	249
217	144	256	295	212	248
218	144	169	296	212	249
219	144	204	297	212	255

\*No resolution bearing this number.









ANEXA



